The SIGNALMAN'S Journal

Largest convention ever saw 341 delegates assemble in Chicago during the week of August 6, 1979. Typical convention action shown here during the report of the Resolutions Committee.

OCTOBER 1979

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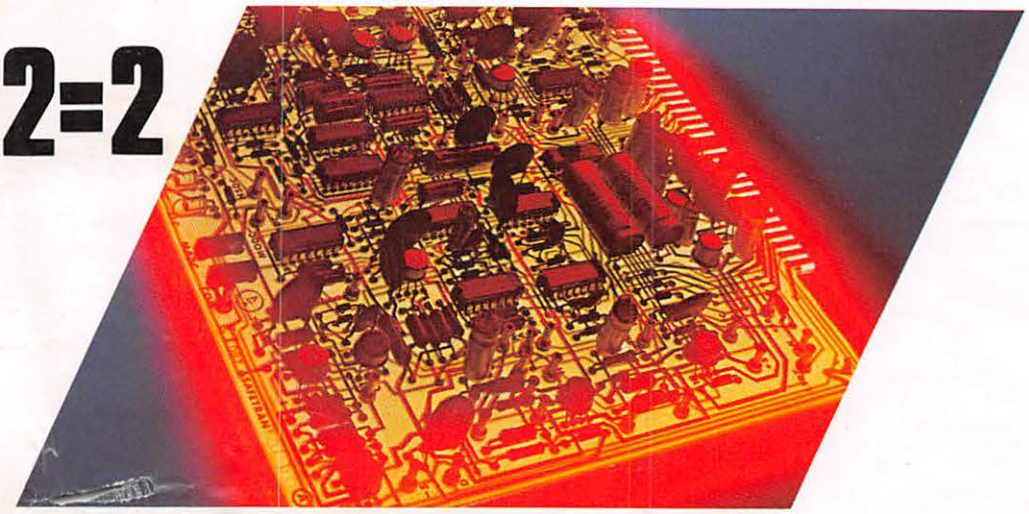
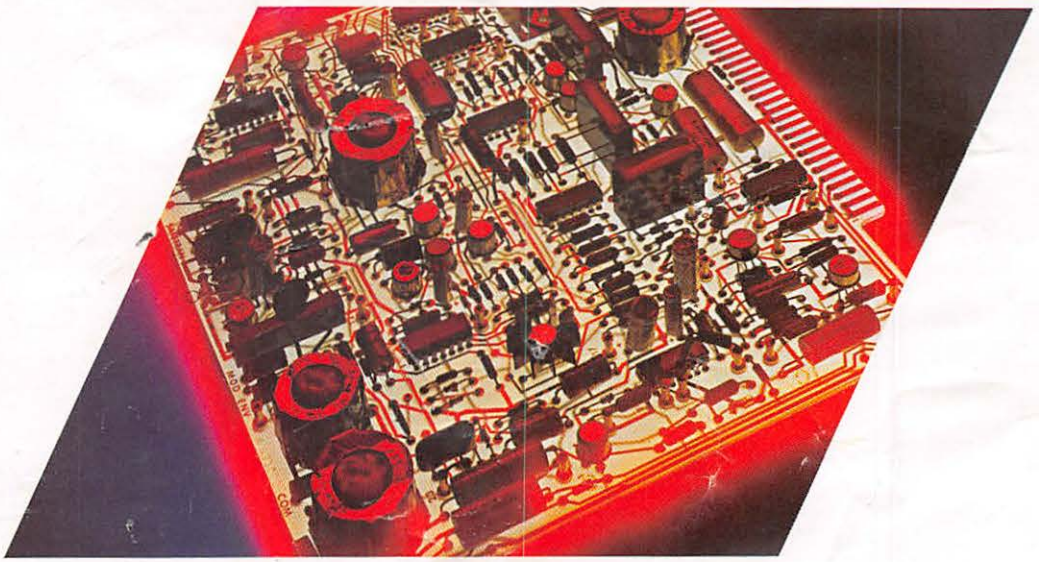
1 PLUS 2=2





Introducing the first combination motion sensor and grade crossing predictor

Yes, you read it right. 1 plus 2 does equal 2 with Safetran's new Model 600 Motion Sensor. By simply replacing one module and inserting two additional modules you have now converted to a Grade Crossing Predictor. This saves you *Dollars.*

Ideal for new installations or upgrading older ones, the Model 600 eliminates the need and expense of changing out an entire unit should your traffic change.

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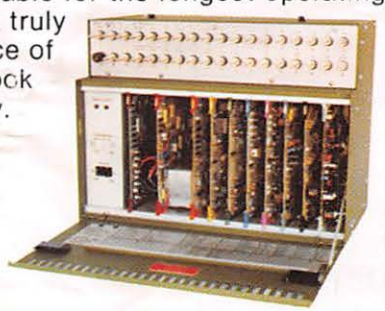

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Safetran Systems Corporation

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Volume 60 Number 8 October 1979

The SIGNALMAN'S Journal

OFFICIAL PUBLICATION BROTHERHOOD OF RAILROAD SIGNALMEN

ROBERT W. McKNIGHT
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601 West Golf Road
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GRAND LODGE DIRECTORY

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Keep children and poisons apart

Small children seem to think, "Oh, this looks interesting. I think I'll taste it". As a result, about 100,000 children will swallow substances that will poison them this year.

Those "poisons" include medicines, household cleaners, perfumes and cosmetics, rat killers, liquid polishes and waxes, fertilizers, paint, and plants.

So what can you do to protect your children? The Food and Drug Administration has a new factsheet that offers suggestions for Keeping Poisons and Children Apart. For your free copy, send a postcard with your name and address to the Consumer Information Center, Dept. 661G, Pueblo, CO 81009.

Poisonings from plants have increased dramatically in the last few years with the rise in use of house plants for decorating. Some of the poisonous plants found around the house are philodendron, yew, dieffenbachia, poinsettia, African violet, and begonia. If you have small children, keep these plants as far out of reach as possible. And let them know from an early age that plants are not food.

Keep other potentially poisonous substances locked up. If your medicine or cleaning cabinets won't lock, store these products in a place you can lock.

Keep hazardous substances in their original containers. There have been instances where poisonous substances put in cups or soda bottles were swallowed by a small child who did not realize what was in them.

Make sure both prescription and over-the-counter medicines have safety caps. They work. Deaths from aspirin, very common years ago, have dropped substantially since the introduction of child-proof caps.

Get rid of any unused medicines or household products by pouring them down the drain or toliet. Rinse the container before you discard it.

Never tell a child medicine is candy or tastes like candy.

Don't take medications in front of a child. Your son or daughter might try to imitate you by taking the medicine when you aren't there.

Keep a one-ounce bottle of syrup of ipecac handy, but don't use it unless you are directed to do so by your doctor or the poison control center.

Finally, keep the number of your local poison control center near the telephone in case of emergencies.

When you order a copy of Keeping Poisons and Children Apart (free), you'll also receive a copy of the free Consumer Information Catalog. It lists more than 200 selected free or low-cost publications from the federal government. The Catalog is published quarterly by the Consumer Information Center of the General Services Administration.

"The trouble with Boy Scouts is there aren't enough of them!"

Your pack, your troop, your post can help. How? Through the World Friendship Fund. Write:

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North Brunswick, NJ 08902

Consumer Product SAFETY ALERT

FROM THE U.S. CONSUMER PRODUCT SAFETY COMMISSION, WASHINGTON, D.C. 20207.

Under laws administered by CPSC a total 15.5 million potentially hazardous products have been removed from the market place since 1973. Most of these were voluntarily recalled by the manufacturer and either replaced, repaired, or the purchase price refunded.

Television Sets. Approximately 21,000 color television sets sold by Sears, Roebuck and Co.

The televisions may catch on fire because of an electrical device inside the sets which could overheat. Sears will repair sets free-of-charge.

The sets are 19-inch, portable variety, sold nationwide from 1973 to 1975 under "Sears" brandname, costing approximately $490. Affected models include:

564.41990300
564.419913000
564.41991301
564.41991302
564.41991303

Model numbers are on back of TV cabinet.

Consumers should return the TV sets to local Sears stores or Sears service centers to arrange for repairs.

Electric Lawn Mowers. Approximately 8,900 "Sunbeam" electric lawn mowers, which may give users electrical shocks. Manufacturer, Sunbeam Outdoor Co., a division of Sunbeam Corp., Manning,

S.C., will supply free part to eliminate hazard.

Mowers have handles which can be reversed over the top of the motor, allowing consumers to change mowing directions without turning around entire machine. When handle position is changed, power cord may get caught between the handle and a bracket which attaches the handle to mower. This could rub the cord and expose electrical wires. Models affected are 3227 and 3228. Sold nationwide since 1978 for approximately $140.

To obtain free part and directions for installation, write to: Dept. 91B, Sunbeam Outdoor Co., Div. of Sunbeam Corp. P.O. Box 430, Kingstree Highway E., Manning, S.C., 29102.

Thermostat Control Devices. Approximately 39,500 faulty energy-saving devices used to regulate home thermostats are being recalled.

20,000 "Automatic Day/Night" thermostat controls were manufactured by Fuel Sentry Corp., Mt. Vernon, N.Y. An additional 19,500 "Home Energy Saver" thermostat controls were manufactured by Fuel Gard Corp., Glastonbury, Conn.

The small rectangular heaters sold as part of the two-piece control kits may overheat and start fires.

Consumers should stop using heaters immediately.

The heaters are designed to be mounted on the wall beneath the thermostat and are wired to an electrical timer which plugs into household socket. At preset times, the heater warms the thermostat and causes it to shut off home furnace.

The kits were sold nationwide in hardware stores and department stores for approximately $20 to $25. Some Fuel Gard units were given away for promotional purposes.

Fuel Sentry. The heaters are labeled "Activator" on the front. Potentially faulty units show a date code on the back which falls within following ranges: 396 through 526; 017 through 327; 437 through 527; and 018 through 218. Only "Activators" containing a brown-colored carbon resistor (visible through key-hole slot in the back) are potentially hazardous. Units with resistors of another color are believed safe, even though they carry date code listed above.

Owners of Fuel Sentry units should return the units to retailers for possible refund, repair or replacement. If retailers will not cooperate, consumers should contact CPSC toll-free Hot-line: 800-638-8326, for most areas; 800-492-8363, in Maryland; 800-638-8333, Alaska, Hawaii, Puerto Rico, Virgin Islands.

Fuel Gard. Fuel Gard heaters were made with fake wood finish and labeled "Fuel Gard" in raised letters. CPSC staff is now working with the company so consumers will be able to return defective units in the future.

Cords on Toy Telephones. Detachable cords sold with approximately 97,000 toy telephone sets. Cords used to connect two battery-operated toy telephones, allowing children to talk to each other. Plugs on cords look so much like real electrical plugs that children may force them into household sockets and be shocked or burned.

The importer, Durham Industries, Inc., New York City is recalling model 7028 "Holly Hobbie" dial/intercom toy telephone sets. The phones come in pink and blue, and have working intercoms, signal lights and buzzers. The words "Holly Hobbie" are printed on center dial of each toy phone.

The sets were sold only by K-Mart retail stores for approximately $9.95. Company will provide free cords which have been redesigned to eliminate hazard. Parents should return cords to: Durham Industries, Inc., 41 Madison Ave., New York, N.Y., 10010.

VALVES ON GAS GRILLS. The valves on 23,383 portable gas grills may leak propane gas, posing fire hazard to consumers. The manufacturer, King Seeley Thermos Co., Prospect Heights, Ill. is recalling models 7962, 7963, 7964, 7965 and 7966 "Structo" grills. Model 7964 was sold only by K-Mart retail stores. Model numbers appear in the instructions manual sold with product, but not on grills themselves.

The grills measure 13 by 23 inches and contain a one-pound propane cylinder; they have been manufactured since January, 1979, and sold nationwide in hardware stores and other retail outlets for approximately $40 to $60.

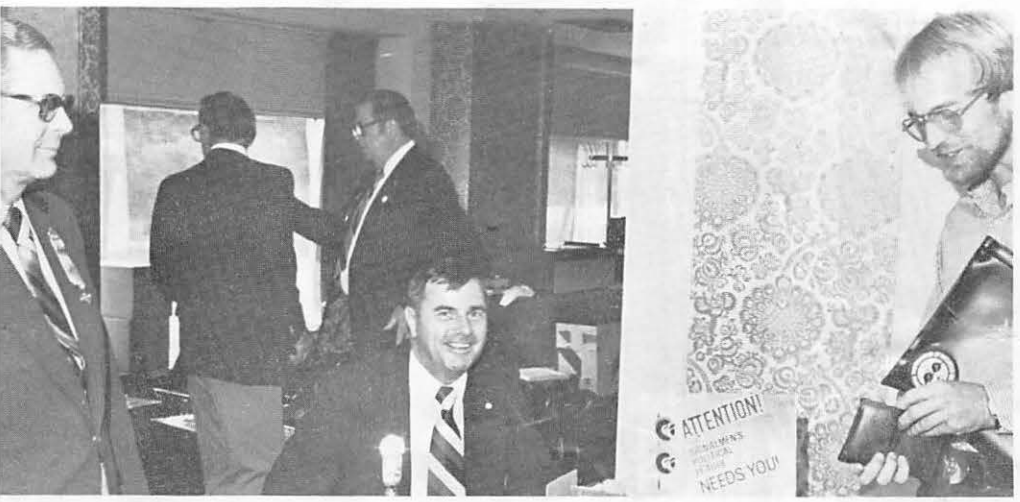
Consumers can obtain free replacement gas valve by placing a collect call to the company at (815) 235-8852.

To report a product hazard or a product-related injury , write to the U.S. Consumer Product Safety Commission, Washington, D.C. 20207. In the continental United States, call the toll-free hotline: 800-638-8326. Maryland residents only, call 800-492-8363. Alaska, Hawaii, Puerto Rico, Virgin Islands, 800-638-8333. A teletype for the deaf is available from 8:30 a.m. to 5:00 p.m. EST for people who call the hotline on the following numbers: National (including Alaska and Hawaii) 800-638-8270. Maryland residents only 800-492-8104.

Indiana Harbor Belt has applied to the Federal Railroad Administration to seek financial assistance through the sale of redeemable preference shares. At least two signal projects are planned to take advantage of this federal financing to improve freight service in the Chicago area. In one project $840,000 is scheduled to be used to install centralized traffic control which should be completed next year should the funding come through. In another project, general rehabilitation of the signal plant estimated to cost $250,000 is planned.

State of California won't buy J. P. Stevens products. In a recent ruling by David E. Janssen, director of the Department of General Services of California the state will not consider J. P. Stevens to be a responsible bidder or vendor. Janssen said his action was supported by California law and an Attorney General's opinion. California labor law allows workers the freedom to join unions and bars employer interference in their choice.

At the Signalmen's Political League spot, R. E. "Jim" Hickerson (right) local 183 CRI&P, gets a handshake from W. B. Harwell, vice president, as Melvin B. "Pete" Frye, vice president, watches.



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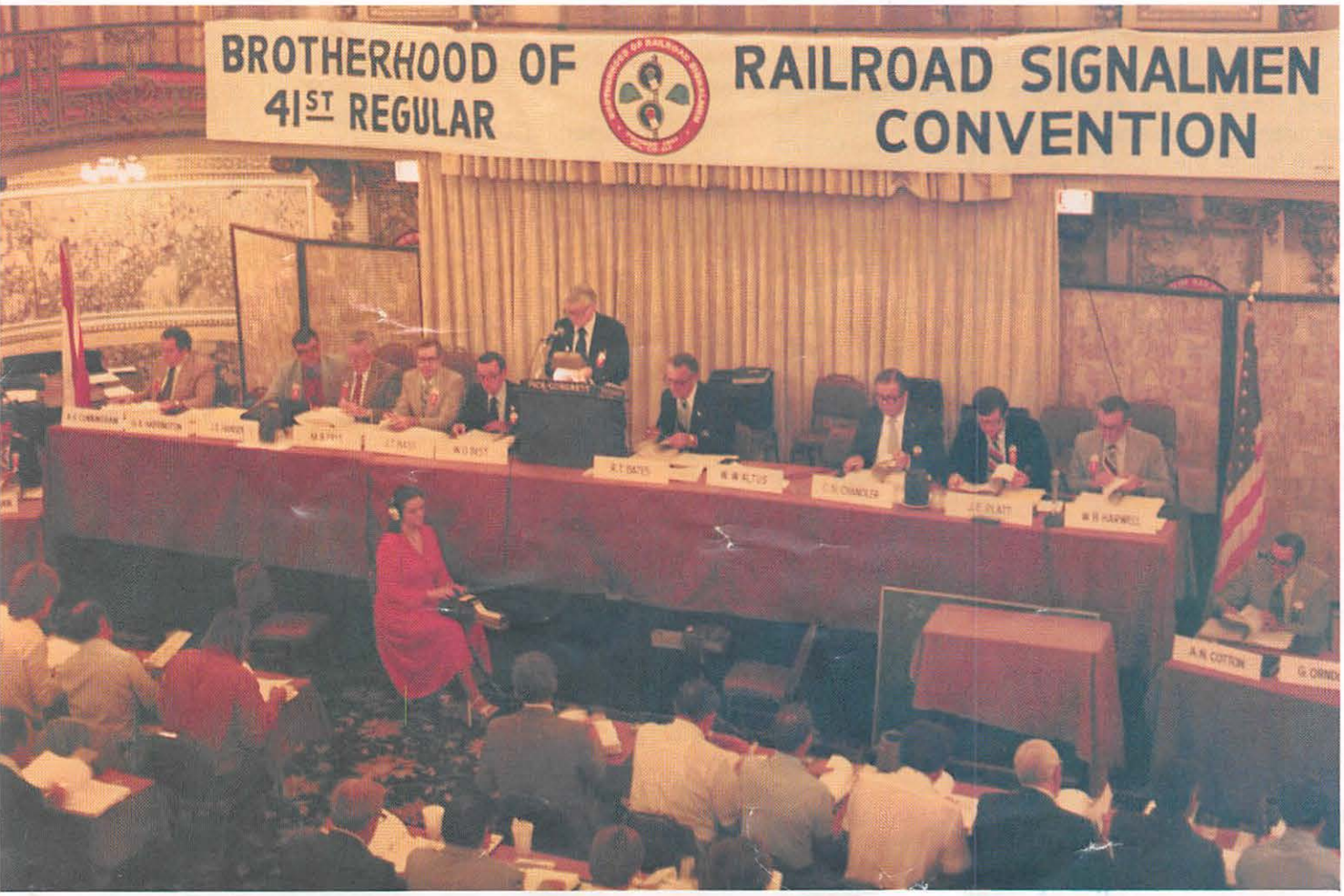


Laws Committee report is presented by W. W. Altus, Jr., vice president, beginning August 6, 1979.

Officers were installed on Thursday night following the banquet. Shown here (left to right) are: H. R. Neihart, chaplain (Local 103); R. T. Bates, president; W. D. Best, secretary-treasurer; C. S. Chandler, vice president; C. J. Chamberlain, installing officer, labor member Railroad Retirement Board and former president, Brotherhood of Railroad Signalmen; M. B. Frye, vice president; J. T. Bass, vice president; W. W. Altus, Jr., vice president; J. E. Platt, vice president; W. B. Harwell, Jr., vice president; J. E. Hansen, vice president; W. A. Class, Jr., trustee; and V. Matity, trustee.

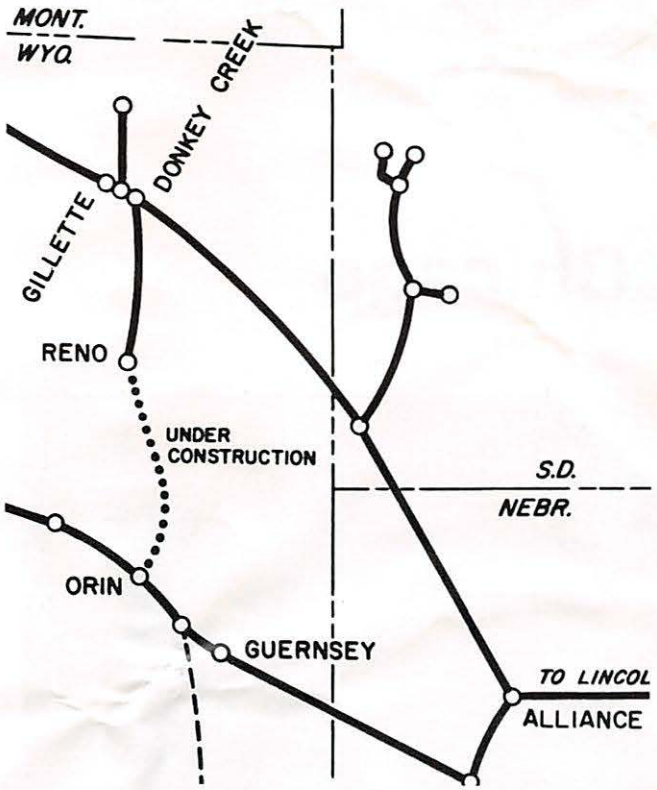
Convention story begins on page 8.

The Attorney General's opinion held that the phrase "responsible bidder" encompasses not only the bidder's financial responsibility, but also "his skill, judgment, integrity and moral worth."

A National Labor Relations Board's administrative law judge ruled that Stevens had used illegal pressure tactics against its workers who had been seeking union representation since 1976.

FRA safety functions would be transferred to the Department of Labor under a bill introduced by Senator Harrison Williams of New Jersey. In introducing S. 1170 Federal Railroad Employees' Safety and Health Act, Senator Williams, speaking for himself and Senator Jacob Javits of New York, said that greater railroad employee protection would be provided if the railroad safety and health activities of the Department of Transportation were transferred to the Department of Labor and the Department of Transportation would retain other functions relating to the development of national railroad policy and programs.

Missouri Pacific has applied to the Federal Railroad Administration for permission to install a traffic control system on 78 miles of line between Livonia and Alexandria, LA. CTC will replace existing automatic block signaling on two main tracks.



Burlington Northern will install centralized traffic control on its new 116-mile coal line between Gillette and Orin, WY. Construction of the new line is expected to be completed this year with ctc in service by the end of next year.

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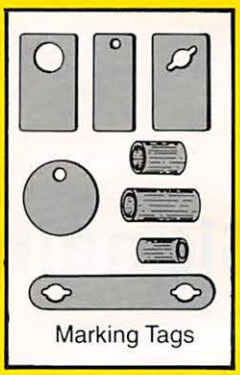
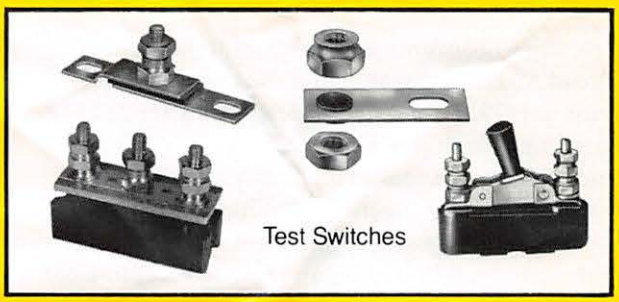

Marking Tags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WC Hayes

79-4

Registration began Sunday morning for delegates and their wives. Greeting them were officers and the credentials committee. Shown here at the registration table (from the back toward the front of the picture) are: R. Thomas Bates, president; Anthony G. Cunningham, trustee; Mrs. Jacqueline Gorlach, secretary to secretary-treasurer; W. D. "Dink" Best, secretary-treasurer; Donald J. Hammond, local 94 B&O, James R. Dickson, Local 204 CN, members of the credentials committee.

Signalmen meet in Chicago

The largest convention of the Brotherhood of Railroad Signalmen was held during the week of August 6, 1979. A total of 341 delegates attended the proceedings which saw a full business schedule that included many changes to the Brotherhood's constitution and the election of officers.

On Sunday, August 5, registration of delegates began in the morning, followed by an evening reception for delegates sponsored by Grand Lodge.

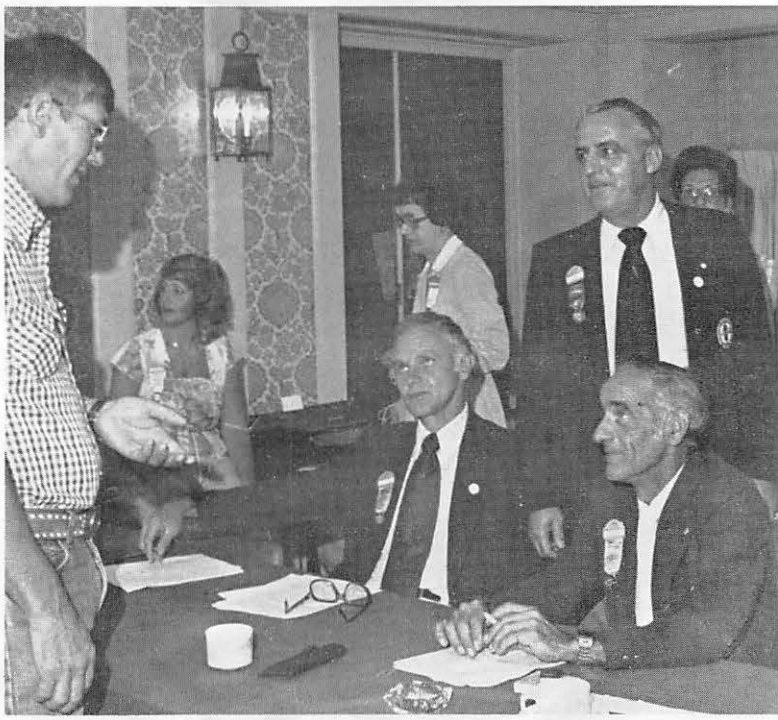
Convention coverage begins on these pages with photographs taken during registration and then at the reception. After which coverage is presented as it happened on a day-by-day basis including the Tuesday afternoon tour of Grand Lodge Headquarters in Mount Prospect.

First delegate to register is Terry L. Hedges, local 52 CR, who receives a welcoming handshake from Dink Best, chairman credentials committee.

Families came to Chicago. W. D. Best (right) greets George G. Gross (left) SCL general chairman and his family. Jean Gross has her arm around son Steven, while his friend Andy Crowder smiles for the camera.

Checking his Signalmen's Political League card is Leonard G. Kozlowski, local 2 CR. Watching are John T. Bass (left) and John E. Hansen, vice presidents, BofRS.

A Friendly handshake greets Billy Joe Woodruff (right), ICG general chairman, from Witt B. Harwell, Jr. vice president. Virgil M. Speakman, Jr. (left) grand lodge representative, is about to hand Brother Woodruff a boat-tour ticket.



Making a point with the credentials committee is B. J. McComb (left) local 87 BN. Seated are Don Hammond (left) and Jim Dickson (right) while President Tom Bates (standing) listens.

Boat-tour tickets were a popular item with delegates and their wives. Here "Butch" Speakman (left) hands out tickets and brochures to delegate Michael Dake local 129 StL-SF and his wife Gann.

Political donation is made by Ilene Jones, wife of George E. Jones (center) local 24 D&RGW. Watching is M. J. Clayson (right) of local 24 and Brothers Hansen and Bass (far left).

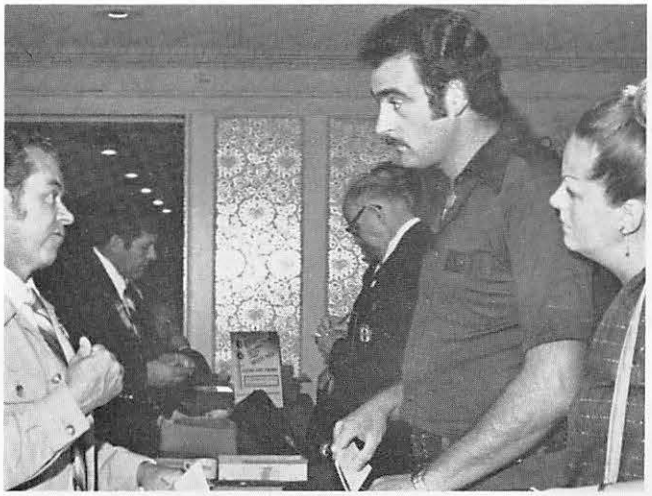
Tour-ticket "seller" is V. M. Speakman, Jr. (left) who is trying to interest W. J. Brewer (center) local 40 CR, while Jerry W. Adams, local 40 CR, watches.

Canadians get together. Melville E. Penrose (left) local 123 C&O, chats with John E. Platt, vice president.

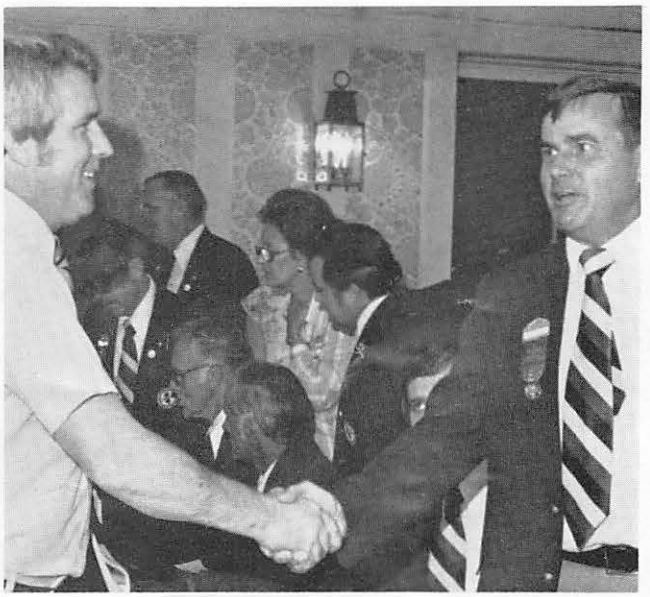
Registration line got busy. Roger E. McCaughan (left) gave out boat-tour tickets. Interested (from right front toward the rear) are: T. C. Jones, local 71 L&N; Daniel J. Harp, local 43 C&NW; and James W. Braden, local 43 C&NW.

Shaking hands was a common sight at registration as old friends met. Thomas Hebding (left) general chairman, BRC, greets Walter W. Altus, Jr. (center) vice president, as Tony Cunningham, trustee, looks at Brother Hebding.

Burlington Northern friends meet at the registration area. W. W. Lauer (left) grand lodge representative, chats with Gerald S. Brown (center with hat) local 87 and his wife Sharon. Next to Brother Lauer is George A. Harrington, trustee.



Sightseeing arrangements are explained by Roger E. McCaughan (left) grand lodge representative, to Charles E. Cleghorn, general chairman B&OCT, and his wife Mary.



Old friends meet with a handshake. John W. Hogan (left) general chairman LI, greets John E. Hansen, vice president and national legislative director.

Handshake between Burlington Northern signalmen is done by W. W. Lauer (left) and Robert D. Frank, local 103.

A chance to chat is enjoyed by K. R. Magnett (center) local 8 UP, and his wife Wanda with Trustee George Harrington.

Greetings are extended to Gene G. Ruhl (left) local 78 CRI&P, and his wife Charlotte, by Charles S. Chandler, vice president. Meanwhile, G. S. Brown, (standing) local 87 BN, waits while his credentials are checked by Don Hammond and Jim Dickson.

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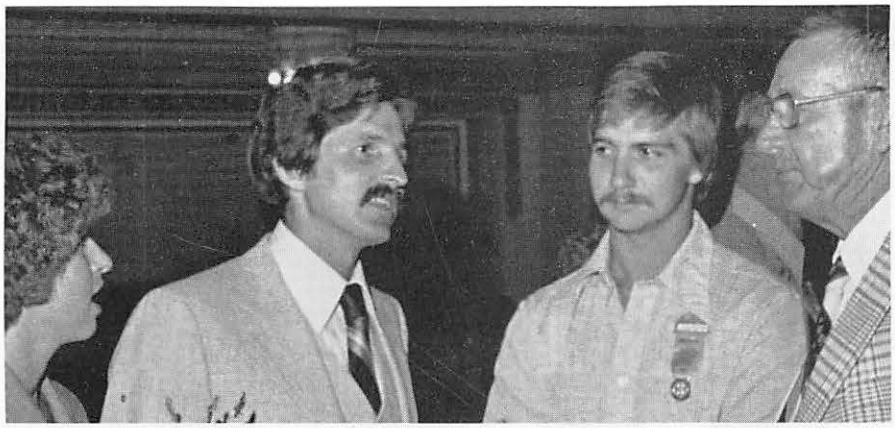
Digging up the $2 for the Signalmen's Political League by Fred W. Ingle, Jr. (right) local 94 B&O, brought a smile to John E. Hansen, (center) vice president. John T. Bass, vice president (left) enjoyed the scene. In the background are Vice Presidents Harwell (left) and Chandler.

Reception on Sunday evening



Southerners get to chat at the reception. Shown here (left to right) are Kathy Nalley and her husband Thomas M. of L&N local 13; J. L. Mattingly, T. C. Jones, both of L&N local 71.

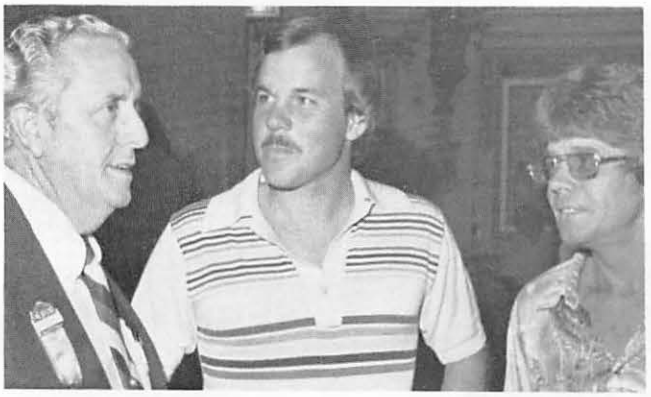
Enjoying the social hour are (left to right): James R. Riggs, local 20 AT&SF; W. L. Gladbach, local 20 AT&SF; Mae Riggs; Harold E. Bennett, local 49 SOU; and Mollie Bennett.

Northwesterners get together. Shown here (left to right) are: Jeannette and Phillip R. Singletary, local 39 C&NW; Ann and Thomas G. Grace, local 98 C&NW.

Winnipeg Centre Lodge 12 delegates chat at the reception. Shown here (left to right) are: R. V. Piush, Arthur Willis, Richard Law and John Goda.

Good Conversation was a part of the reception. Here "Dink" Best (right) secretary-treasurer, chats with P. G. McMahan, local 72 MP.

East meets West. Willis Abner, (left) local 52 and executive assistant general chairman ConRail talks with Lee T. Davies, general chairman, Milwaukee Road.



Headquarters meets Katy. M. B. "Pete" Frye (left) vice president at BofRS headquarters, meets delegates from the Missouri-Kansas-Texas: Chuck T. Spears (center) and Bobby D. Maxwell, both of local 116.

Texans chat at the reception. George R. Jones (left) talks with David B. McCarty, both local 141 delegates from the Texas & Pacific.

FIRST DAY
Monday, August 6, 1979

The opening session of the Seventh Triennial and Forty-First Convention of the Brotherhood of Railroad Signalmen held at Pick Congress Hotel, Chicago, IL, began with Temporary Chairman Gerald Orndorff, retired vice president, presiding.

The national anthems of the United States and Canada were sung by John Iversac. The invocation was given by Rev. Janice Harrington Clark, of the Wingate United Methodist Church, Wingate, NC.

Temporary Chairman Orndorff then introduced Mayor Jane M. Byrne, of Chicago, who addressed the convention. Mayor Byrne welcomed the Signalmen to Chicago, and explained to the delegates how close the City of Chicago and the labor movement have been and worked together throughout the years.

Mayor Byrne feels that due to the energy crisis, perhaps both society and government will turn back to the train as the most steadfast and acceptable mode of transportation.

In closing, Mayor Byrne again welcomed delegates as being one of the first strongest developers of our country and as a means of transportation that everyone has enjoyed and shared through the years.

Temporary Chairman Orndorff thanked the delegates for the opportunity to participate in the opening of this convention, and told of his great respect for those stalwart workers who many years ago saw the need for uniting to become this great Brotherhood.

Orndorff pointed out that the older most things get, the more they deteriorate, but noted that our organization continues to get healthier. He also noted that, living in a country where there is no fear of persecution, that we ought to work not only to keep this Brotherhood strong, but also to keep our country free.

Temporary chairman Gerald Orndorff opened the 41st regular convention of the Brotherhood.

Invocation was given by the Reverend Janice Harrington Clark of the Wingate United Methodist Church, Wingate, NC.

Chicago Mayor Jane Byrne welcomed delegates to the Chicagoland area and wished them an enjoyable visit.

Temporary Chairman Orndorff turned the Convention gavel over to President Tom Bates.

President Bates welcomed everyone to Chicago and the 41st regular convention of the Brotherhood of Railroad Signalmen.

Signalmen have made much progress reports President R. T. Bates

We are extremely proud that all of railroad labor recognized the ability and supported former President Chuck Chamberlain to the position of labor member of the Railroad Retirement Board. He has continued in that capacity exactly as he did in the ten year period as president of the BofRS to do an outstanding job.

In most cases we have a hard time agreeing with the Federal Railroad Administration, but in at least one instance in the past three years, they did show good judgment by appointing BofRS former Vice President Joe Walsh to the position of Administrator for safety with that agency.

Having had the opportunity to work closely, both during the time these two members served as Grand Lodge officers, and since they have accepted their government appointments, I know that they continue to be great assets to railroad labor, and the entire railroad industry.

The BofRS has continued to be involved in every possible area that affects the best interests of our members. Much has been accomplished during the past three years, and many challenges lie ahead.

The accomplishments of the past three years were made, not by individuals, but by the entire Brotherhood, from the individual members through the Grand Lodge officers working in unity with each other. Since becoming president on October 25, 1977, I have received the fullest cooperation possible from the Grand Lodge officers, general chairmen, local lodges, and the entire membership.

I would like to take this opportunity to express my gratitude to the entire Brotherhood for that cooperation. This does not mean we have always agreed, nor that there have not been trying times, but our disagreements only concerned the best method to use in reaching our objective. Our objective has always been to act in the best interests of the people we represent, and I can attest that each member and officer continues to pursue that course.

During the past three years, the Brotherhood has suffered the loss of two long time retired Grand Lodge officers, retired Secretary-Treasurer Charlie Bromley, and Retired Vice President Ben Steuerwald were taken from us, as well as a number of former local and general committee officers. Many of us have also lost close family members and friends. The date of July 10 has become a day of apprehension to Grand Lodge. On July 10, 1976, immediately preceding our last convention, former and retired President Art Lyon was taken from us. On July 10, 1979, just preceding this convention, recently retired employee, whom most of you met at past conventions, Lillian Clevenger, passed away.

In the three year period since we last met, our members on the Norfolk & Western observed picket lines of a sister union for 82 days, the second longest railroad strike in recent history. Our N&W members are to be commended for their determination and sacrifice to support the principles of trade unionism in assisting BRAC to receive a satisfactory resolution of their notice to N&W. Few of us have been confronted with such an ordeal and I can only say that our N&W members have "passed the test", and we are proud of them.

Since early in 1978, labor unions in the United States have had a third party involved in negotiation of agreements. I'm sure you are all aware of the Council on Wage and Price Stability. That is the agency that in

its beginning brought pressure on the negotiating parties by making statements about what they termed "excessive" wage and benefit increases and made not very veiled threats toward anyone that exceeded 5% per year. Later, fortunately, after our July 27, 1978 agreement was signed, these so-called inflation fighters established something they call "voluntary Guidelines", which are used as pressure tools to reduce settlements of wage and benefit agreements.

The Council on Wage and Price Stability was established to reduce inflation. We are all aware that it has been a failure, and are reminded of the failure each time we visit a supermarket or fill our gas tanks.

We know that working people suffer the most from inflation; however, reducing the standard of living for these working people will not stop inflation. It is imperative that cost-of-living escalator clauses be continued in each agreement we negotiate.

Although the national agreements in both the United States and Canada did not accomplish all the goals we had hoped to reach, we are working under better agreements than ever before, and we have continued to progress in our never-ending effort to improve conditions for our members.

A number of railroads did not participate in the negotiation of our July 27, 1978 U.S. national agreement. I am happy to report that most of those not participating have now adopted the terms of that agreement. I am not happy to report that two railroads have not settled. One is in bankruptcy, and the other is state owned and has many other differences with us. Some progress is being made and we do have indications that we will be able to resolve those disputes in the near future.

Recently, we have been confronted with a problem that could have far reaching effects on our members and has demanded a great deal of our attention. With all of the efforts to abandon property and to get out of mass transit operations, in some cases railroads have sold certain trackage to transit operating authorities. Those authorities have then applied for federal financial assistance provided by the Urban Mass Transportation Act of 1964.

Section 13(C) of that law provides that our agreements will remain in place and our members protected. Before the financial assistance is granted, agreements must be entered into to provide that protection. In at least two cases that we are aware of, after the agreements were consummated, the transit authority has authorized the contracting of work covered by our agreements to outside parties. We have engaged legal assistance in this matter, and I think some progress is being made to resolve the dispute. However, it may become necessary to ask the Labor Department to stop funding these projects because of the violation of our agreements and the Urban Mass Transportation Act.

Another area demanding a lot of our attention is the negotiation of a one craft and class agreement on ConRail. Such an agreement is required by the Rail Reorganization Act of 1973, and must be completed this year. When that agreement is consummated it will be necessary to restructure our organization on ConRail to provide jurisdictional boundaries of locals compatible with seniority districts established by agreement and to eliminate the overlapping of local jurisdictional limits. It will also be necessary to restructure the general committee as required by Section 6 of Article III of our Constitution.

We have appealed to each of the affected general chairmen to suggest reasonable local jurisdictional limits which can be used as a guide in the restructuring.

Much has been said about the necessity of deregulating the railroad industry. We agree that certain areas of regulation should be reviewed and brought into line with the times and in some cases eliminated; however, we will never agree that safety in this industry should be reduced by deregulation. We recognize that some people in the Federal Railroad Administration disagree with us and are making efforts to reduce safety by relaxing certain provisions of the RS&I. We have promised them our opposition to those efforts. FRA should be taking steps to increase rather than decrease requirements for testing and inspecting signal devices.

A good example of this is in the testing and inspecting of highway crossing signal devices. Recently, we discovered a signal maintainer charged with the responsibility of maintaining 100 automatic crossing protection devices scattered over 113.8 miles of track.

On the same railroad another maintainer was assigned maintenance of 53 sets of these protective devices, scattered over 126.25 miles of track.

Each of us that has maintained highway crossing protection knows that these maintainers are assigned impossible jobs. Yet, there are no rules, standards or instructions required of the railroad carrier for proper testing and maintenance. We are certain that these are not isolated cases. I have no doubt that if rules, standards are inspection regulations requiring proper maintenance of crossing protection were promulgated the traveling public would be assured a much higher level of safety and the amount of responsibility placed on maintainers would be reduced.

All of railroad labor is engaged in a real struggle to continue operation of the Milwaukee Road. We are convinced that with efficient management the Milwaukee can continue. I am convinced the energy crisis is real and that it will get a lot worse before it gets better. Abandoning a part of the most fuel efficient form of transportation we have does not make sense. We read and hear a lot of loud protests when any tax dollars are used in the railroad industry. Yet, recently, the governors of a number of states authorized the increase of truck weights operating over federal highways. Where do you think the money will come

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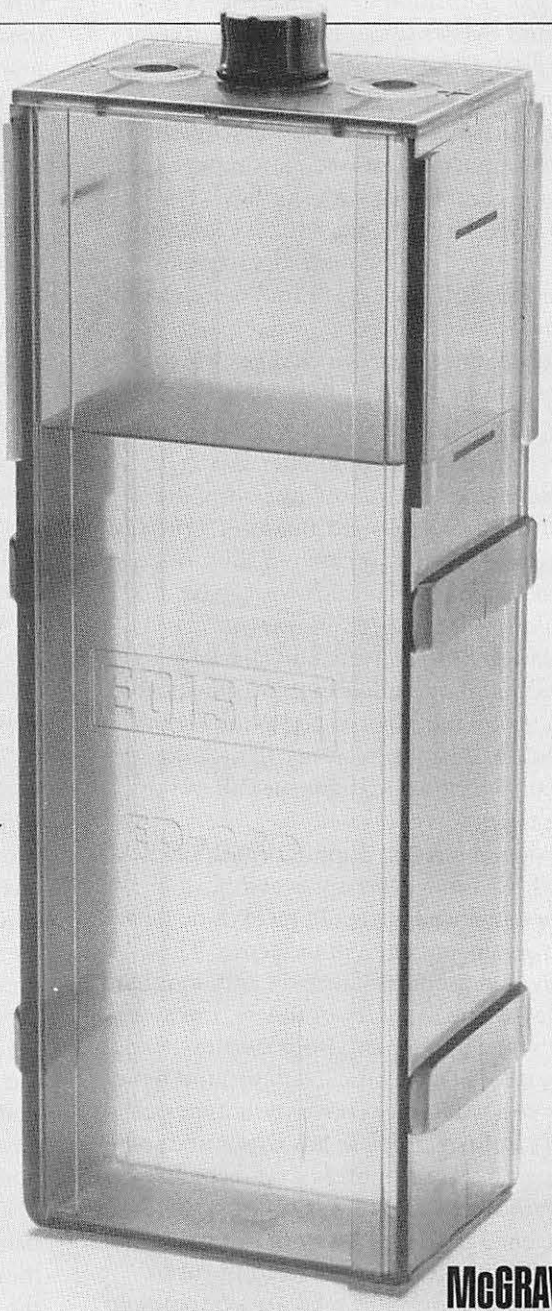

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from to repair the damage to the highways caused by the increased weights? We all know the answer to that one, yet, I ask you, where are the loud protests?

It is my firm belief that to abandon any rail service at this critical time is not in the best interest of our country. If continuation of a rail service requires federal subsidy, I see nothing more wrong with that subsidy than subsidies to the airline and trucking industries that are an accepted practice.

This convention is going to be asked to approve more constitutional changes than any past conventions. Each of you are aware of the Landrum-Griffin or Labor Management Reporting and Disclosures Act, passed 20 years ago in 1959. That law, among other things, requires each labor organization to furnish copies of their constitution and bylaws to the Labor Department for their review. The BofRS has faithfully complied with this law during that entire 20-year period. Yet, less than two months before this convention was scheduled to begin, the Labor Department raised eleven pages of questions concerning compliance with this law. Although the Labor Department has had 20 years to review our Constitution, being the inefficient agency that it is, it has used the full 20 years to find deficiencies in the Constitution.

We, this convention, must approve changes which will satisfy those questions raised by the Labor Department.

In our efforts to provide more and better service to our general committees, locals and membership, the Grand Executive Council and Grand Board of Trustees took action to purchase a computer system since our last convention. We are convinced that this was a wise investment and that it will provide services our members should expect. The conversion from an Addressograph and hand operation to this sophisticated system has been a traumatic experience for the Grand Lodge staff, and W. D. Best sitting at my right. Like everything else really worthwhile, I am sure all of the effort is worth the results.

On June 22 we signed our last Supplemental Sickness Benefit Agreement. Again, we did not accomplish all we hoped for, and are convinced we could have done better had the inflation fighters not been in existence. The benefits have been increased substantially and members who are incapacitated due to injury or illness, I'm sure, will be enhanced by the agreement. Booklets describing this latest revision have just become available and have been furnished to you with other convention material.

Our Signalmen's Political League has continued to be a strong ally for members of Congress who recognize the needs of the working people of our country. We cannot emphasize enough the necessity of our being involved in legislative matters and the need for us to support those candidates for office who are sympathetic to the needs of workers.

There is a better financial, stronger, and more effective anti-worker force at work in this country than I can ever remember in the past. I'm sure each of you has received letters designed to be personalized from certain Members of Congress. Those letters usually contain questions designed to get the answers these reactionaries are looking for, and certainly written to generate anti-labor sentiment. I only hope that each of you has taken the time to thoroughly read that material and respond to it with questions of your own, If you have, I will bet that you have not received a response. This material is always full of name calling and one name that really is irritating is "labor boss". Each of you know that union officers are not bosses, and are directed by their members. It is incumbent upon every union officer to make every effort to accomplish the directives made by members at a convention such as this. Experience has taught me that the members are far more the "boss" than the officers of a union.

On a few occasions we experience that a few of our members actually are taken in by this material and things are read in the media. We have actually been told by some members that the union has done nothing for them. If that type of reasoning should ever prevail, it would be but a short time until we would be reduced to the working and living standards of the 20's and 30's.

We must do a better job of informing our members of their rights and benefits which have been obtained by the Brotherhood. We should all be proud to be members of a labor union and especially the Brotherhood of Railroad Signalmen. Some members think that the rights and benefits they enjoy are a gift from the railroad they are employed by. I can assure you that railroad managements are anything but charitable.

We hope all of our members will continue to support the Signalmen's Political League and give us the tools to support our friends and defeat our adversaries in the political arena.

Our members should also assist those friends at home in their campaigns for election. During this discussion with you, I have mentioned several laws enacted to protect the best interests of our members and at least one piece of legislation designed to weaken and destroy labor organizations. I think the comparison of those mentioned laws should convince any of our members of the necessity for electing senators and congressmen who are aware of the needs of workers.

In reviewing the officers' report, you will note that the Brotherhood is in sound financial condition and that membership has increased substantially during the past three years. There are a number of reasons that both of these figures have increased.

First, the good judgement and wisdom of the delegates to the 1973 convention in New Orleans when they took action to base Grand Lodge per capita tax on the basic signalman's hourly rate of pay, and the continued effort not to make expenditures unnecessary to the best interests of our members, has allowed our finances to keep pace with inflation.

Being in sound financial condition has provided the means to increase our efforts in many of the areas I have discussed this morning and those efforts have caused our membership to increase.

The continuous grade crossing protection installation, and the rehabilitation of a number of signal systems has also been a factor in increasing membership. Sound financial position is an absolute necessity for us to continue our efforts to protect the best interests of our members and to increase our services to those members.

President Bates introduced James J. Florio, U.S. Congressman from New Jersey, and chairman of the subcommittee on Transportation and Commerce of the House Committee on Interstate and Foreign Commerce.

Deregulation and safety explored by Congressman Florio

I would like to discuss with you a topic which holds great interest for me. I am enthusiastic about an aspect of rail deregulation which has received little attention but which I believe holds great promise. Our discussions of the pros and cons of deregulation in the railroad industry ought to include exploration of the implications of deregulation on safety performance.

As you are aware, the railroad industry continues to face an economic crisis. The Department of Transportation projects that by 1985 the industry will have a $15 billion capital shortfall. You all know what effect financial instability within an industry has on its labor force. It is probably no surpise to you to learn that railroad employment has dropped by 71% from 1929 to 1975.

The railroads' crisis has broad economic implications. The railroads are a vital part of our transportation system and it is imperative that they be vigorous and financially healthy.

In response to the plight of the railroads, the president has sent his deregulation proposal to Congress. While there is disagreement on several important points, it is clear that most interested parties agree that the fundamental principle underlying government regulation of the railroads bears rethinking. In 1887 it was generally believed that railroads would use their monopolistic powers to unfairly burden shippers and consumers. Perhaps it is time we rethink this concept and explore some of the positive aspects which less regulation and more economic "breathing room" might bring.

As chairman of the subcommittee on transportation and commerce, which has jurisdiction over the deregulation legislation, I can assure you that we are taking a thorough look at the effects that deregulation might have on labor, the industry, and the public.

No one can predict with total accuracy what will happen if railroads are given more freedom to set their own rates. We can say that to provide more money to railroads means that shippers and ultimately the consumer must pay more for rail transportation. These higher prices will contribute to inflation. However, without these cost increases, shippers and consumers face the loss of rail service, which would have a disastrous effect on the country.

The American taxpayer also has an important stake in the outcome of deregulation legislation since the Federal Government has already put several billion dollars into the rehabilitation of the railroads.

Remedying the problem is not an easy task since it involves balancing many competing interests. The

Brotherhood progress was discussed by President R. Thomas Bates in his address to the convention.

Congressman James J. Florio (Dem. NJ) stressed the need for safety improvement on railroads.

public interest requires that we not encourage inflationary increases in transportation costs. But we cannot refuse to recognize the financial plight of the railroads, and, by holding the rail industry's rate of return to an unfairly low level, seriously jeopardize the future of the whole transportation industry.

Of course, government regulation is not solely to blame for the railroad's current plight. The railroads have failed to think competitively and to compete aggressively for traffic. Over regulation has protected their rates and services and allowed them to ignore the forces of competition.

Government regulation has hampered the ability of railroads to respond to competition from other modes and has ceased to assist the consumer. Furthermore, there is strong evidence that the railroads' lack of financial capital has seriously eroded safety practices and is endangering rail employees and the general public.

For some time I have been concerned about the poor safety performance of the railroads and the inadequate government oversight of safety programs. Not many months ago the derailment of a Louisville and Nashville train in Florida provided a classic example of bureaucratic inefficiency, jurisdictional overlap, and uncoordinated enforcement. In hearings before my subcommittee I was appalled at the Federal Railroad Administration's inadequate and disjointed response to this particular accident and their general safety enforcement program. I am convinced that was not an unusual situation.

This is especially distressing in light of recent statistics made available by an independent study by the Office of Technology Assessment, which was commissioned by the subcommittee to evaluate railroad safety. These statistics reveal dramatic increases in train accidents and disturbing figures on injuries to rail employees.

Federal concern for railroad safety has occurred primarily in two phases. The first took place during the early part of this century with the enactment of a series of safety laws designed to address specific problems of the times. The second phase occurred in this decade with the enactment of several laws granting broad regulatory and administrative authority to federal executive agencies to address all areas of railroad safety.

The statistical record on railroad accidents in recent years clearly shows that federal regulation, including safety and inspection programs, has not succeeded in insuring a safer working atmosphere or in protecting the public from potentially catastrophic accidents. In fact,the study I mentioned earlier actually found that the inspection programs resulting from the 1970 safety act have had no affect on the accident rate.

This study also reveals some truly alarming figures on train accidents. During the period from 1969-1975 there were 44,432 reported derailments. While there are several categories of contributing causes to these accidents, by far the largest and most rapidly increasing contributing cause was bad track. From 1966 to 1974 track-caused train accidents per ton mile increased 106% and the trend has continued in 1975 and 1976. The resulting danger to human beings and the enormous property damage costs are simply unacceptable.

You should be particularly concerned to learn that while total rail accident casualties during 1966-1974 have declined slightly, this is not the case with rail employees. Even after adjustments are made for the general decline in the total number of employees working for railroads, fatalities actually remained the same during 1966-1974 and injuries increased slightly. These figures are the best indication of the failure of present safety measures and procedures.

Additionally, the property damage caused by these accidents is enormous. Total accident costs in one year, 1975, including both property damage and casualty claims, was $575 million. From 1966-1977 accident costs increased 38%.

All these accidents and safety statistics relate directly to the deregulation legislation pending in the Congress. The crux of the matter is that the rise in accidents and resulting injuries and property claims is directly related to the condition of the track, roadbeds, and equipment. A substantial improvement in railroad safety is largely dependent on the industry's financial ability to maintain its track, roadbeds, and equipment. Deferred maintenance is a major factor in track-caused accidents. Because of their financial dilemma, railroads have not put the necessary capital into a comprehensive maintenance and replacement program, with a negative impact on safety.

Of course, the entire fault does not lie with the current economic regulatory structure. There are very profitable railroads which have very poor safety records. The Federal Safety Enforcement Program has been uncoordinated, understaffed, and unimaginative.

We need aggressive oversight and enforcement by the Department of Transportation and others who are involved. We need effective and uniform track standards. We need training programs. And we need vigorous enforcement action against offenders.

Although some of our railroads have financial problems, many do not. Railroad safety must come before investments in new or acquired enterprises. New earnings resulting from deregulation cannot be siphoned off for other investments, like acquisitions of coal mines or hotel chains, without first ensuring that sufficient funds are reinvested in the rail industry to guarantee maximum safety. Railroad dollars should be used to maintain railroads.

If deregulation accomplished its purposes, economic freedom should put railroads in a better financial position. Increased profits should make capital available to the system for maintenance and reinvestment. It is hoped that deregulation might also force some management restructuring to create better

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marketing and costing programs within rail systems and lead to a general upgrading of physical operations and work safety conditions.

We intend to look at provisions which will ensure that railroads put first priority on using profits to catch up on deferred maintenance and other capital expenditures to improve their dismal safety record.

Because of my concern about this poor record, my subcommittee intends to hold hearings later this session of Congress to look, in a comprehensive manner, at the issue of rail safety and the reasons behind the skyrocketing accident rate. We will take a hard look at the government's role in safety programs, and look carefully at industry's performance and compliance with safety requirements.

Railroad union cooperation brings benefits says UTU's Hardin

President Bates introduced Fred Hardin, president of the United Transportation Union.

President Hardin spoke of the close relationship the railroad unions have had with each other. He told how the operating crafts that merged to form the United Transportation Union depend upon the railroad signalmen for their safety. He also said that for the past ten or fifteen years, the railroad unions have cooperated with each other in the national negotiations, and therefore, the members are reaping the benefits today.

President Hardin stated that he feels the Brotherhood of Railroad Signalmen probably have the best future of any of the railroad organizations because they are experts in a field that will need more and better installation and maintenance and safety precautions. Lives as well as livelihoods depend on the signal systems.

With the oil shortages, the use of coal will become more strategic, and, of course, most of the coal will have to be transported by rail. Even oil that does come to the West Coast from Alaska could be shipped by rail to other parts of the country. He even suggested the use of the Milwaukee Road as an "oil pipeline."

He also mentioned that although the government wants to cut off 57% of the Amtrak service, over 750,000 people who wanted to ride Amtrak during the month of June were unable to buy tickets.

In conclusion, President Hardin states that as long as the railroad unions work together and not let the railroads splinter them off, then wages, and health and welfare and other basics should and must improve.

Reverend Larry Hilkemann of the Church of the Incarnation, Arlington Heights, IL, gave the benediction.

The first general session of the convention was called to order by President Bates. Chaplain H. R. Neihart gave the invocation.

President Bates appointed the following: Chaplain — H. R. Neihart (BN Local 103); Lever — John Casey

UTU President Fred Hardin stressed the importance of rail union cooperation.

Benediction was given by the Reverend Larry Hilkemann of the Church of the Incarnation.

Invocation of the business session was given by H. R. Neihart, local 103 BN, chaplain.

Lever and semaphores were appointed by President Bates for convention duty. Shown here (left to right) are: John Casey, local 212 CR, lever; Frank T. Branham, local 136 C&O, outside semaphore; and George Bozaan, local 100 SP, inside semaphore.

Report of the Credentials Committee is given by Chairman W. D. Best, secretary-treasurer.

Credentials Committee consists of (left to right): W. D. Best, secretary-treasurer, chairman; Donald J. Hammond, local 94 B&O; and James R. Dickson, local 204, CN.

(CR Local 212); Inside Semaphore — George Bozaan (SP Local 100); Outside Semaphore — Frank T. Branham (C&O Local 136); Tellers — James R. Riggs (SFe Local 20); David M. Helton (SOU Local 49); and Dennis McManus (CN Local 205). After a special motion, the following Assistant Tellers were appointed by President Bates: Leonard M. Priel (UP Local 8); J. W. Powers (SCL Local 16); James B. Ferres (CR Local 38); Jack D. Boots (RI Local 23); J. L. Barton, (MILW Local 61); and David B. McCarty (T&P Local 141).

President Bates appointed the following to be on the **Committee on Committees:** John W. Hogan, chairman (LI); George G. Gross (SCL); William A. Class, Jr. (BN); Harvey H. Parker (C&O); and Wallace W. Schaefer (CN Local 165).

President Bates called for the report of the Credentials Committee. The chairman, Secretary-Treasurer Best, announced the credentials of 338 delegates had been received and had been examined. Chairman Best moved that said delegates be seated, and the motion was seconded and carried.

The report of the Committee on Committees was given by Chairman J. W. Hogan, and the following committee assignments were announced:

Committee on Credentials: W. D. Best, secretary-treasurer, chairman; J. R. Dickson (CN Local 204); and D. J. Hammond (B&O Local 94).

Committee on Appeals: E. D. Hodsdon, chairman (SOO); B. J. Woodruff (ICG); H. S. Gerth (C&NW); K. D. Raney (StLSW Local 157); T. E. Early (SOU Local 49); E. J. Smith (CN Local 192); H. Hock (N&W Local 166); R. R. Van Vacter (SFe); George Jones (T&P Local 141); J. Melfi (LI Local 56); Willis Abner (CR Local 52); J. C. Nesselrodt (C&EI Local 174); M. D. Fucci (LI Local 56); and C. J. Newlands (CN Local 167).

Committee on Officers' Report: W. D. Corn, chairman (MP); C. T. Heitzman (LV); L. T. Davies (MILW); W. R. Evans (UP); J. A. Kistler (CR Local 45); R. E. York (CN Local 192); W. D. Pickett (N&W Local 77); P. G. McMahon (MP Local 72); R. C. Buck

(GTW Local 14); V. D. Unger (C&NW Local 108); C. D. Bradshaw (Frisco Local 129); J. M. Huff (C&O Local 89); R. D. Platt (SCL Local 16); E. D. Wright (BN Local 188); and D. G. Jennings (CN Local 125).

Committee on Resolutions: V. J. Sartini, chairman (N&W); R. B. Flowers (L&N); J. R. McDonald (B&O); J. Tennis (KCT); R. J. Bolinger (BN Local 119); E. W. Swecker (SFe Local 172); V. Matity (CP Local 203); W. E. Hill (SP Local 152); J. Downs (CR Local 64); C. J. Marcy (B&M Local 120); S. R. Jenkins (SCL Local 16); L. J. Mortensen (SP Local 126); R. Dykhoff (BN Local 154); J. York (CR Local 102); R. E. Lemmey (CR Local 93); and J. Goda (CN Local 12).

Committee on Rules and Order of Business: V. Van Artsdalen, chairman (SP); R. E. Swan (CN Local 165); C. Cleghorn (B&OCT); C. R. Vaught (SOU); R. J. Szprygada (CR Local 36); G. L. Bass (DT&I); W. P. Glavey (RDG); C. F. Bollacker (SFe Local 161); C. H. White (BN Local 103); R. Hagley (C&O Local 216); M. E. Hyde (C&EI Local 174); J. C. Baldwin (SCL Local 16); and R. Law (CN Local 12).

The **Committee on Laws** as prescribed by the Brotherhood Constitution has the following members: B. E. Britcher, chairman (CR) and chairman Grand Board of Trustees; W. D. Best, BofRS secretary-treasurer; W. W. Altus, Jr., vice president; J. T. Bass, BofRS vice president; G. A. Harrington, (SCL) secretary, Grand Board of Trustees; and A. G. Cunningham, member from Canada, Grand Board of Trustees.

SECOND DAY
Tuesday, August 7, 1979

President Bates called upon Charles Hopkins, Chairman of the National Railway Labor Conference to address the convention.

Railroads want limited deregulation says NRLC chairman

Chairman Hopkins told the delegates that at the beginning of the collective bargaining movement that just concluded, the outcome looked bleak because the news media, among others, predicted a major clash in the railroad industry. This was mainly due to the fact that the carriers had served a set of counterproposals on work rules; the fact that there were many new faces on the scene; and the fact that the state of the national and world economies were so uncertain, as were the prospects in our industry. But after a year of negotiations, a very satisfactory settlement was effected.

Hopkins said that, speaking from a management point of view, we are for deregulation of the railroad industry to a limited degree. And one of the main purposes of that is to take the railroad industry's fate out of the hands of the government, especially since the rail freight transportation mode is almost 100 percent regulated, whereas freight moved by trucks or water is less than half that amount regulated.

He stated that next year barges will start paying user charges, and it is expected and hoped that soon trucking will have to pay more user charges, too.

With regard to regulation, Hopkins declares that we must all work together and stick together and find a common ground in direct communication with each other, and then we hopefully, without the aid of intermediaries, can solve this problem.

President Bates introduced former President Chuck Chamberlain who is now the Labor Member of the Railroad Retirement Board.

Report of the Committee on Committees was given by John W. Hogan, chairman, general chairman, LI.

NRLC Chairman Charles Hopkins reviews labor-management relations.

Retirement legislation explained by C. J. Chamberlain, labor member RRB

As you know, we live in difficult times and now that the wage negotiations have been completed, railroad labor has other problems to deal with. We must protect railroad jobs in the deregulation legislation or mergers now being considered. We must save and improve Amtrak. We must continue to demand greater safety for

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Labor member of the Railroad Retirement Board C. J. Chamberlain discussed pension funds.

every railroad worker and the public. We will have to help at protecting our industry from the unfair advantages enjoyed by other modes so that our railroad industry can be revived and restored in condition to meet the needs of the public and enhance the welfare and interests of our Nation as a whole. In addition, we'll have to focus some of our energy and attention on the railroad retirement system to correct the remaining financing problems.

Most of you are familiar with the railroad retirement legislation in 1974 that was designed to improve the financing of the Railroad Retirement System. The Railroad Retirement Act of 1974 did improve financing but it didn't solve all of the problems.

The financing problems which remain are a serious matter by themselves but unfortunately they've been blown out of proportion by some newspaper articles over the last year. One article painted a picture of an annuitant going to his mailbox in 1986 expecting to find his railroad retirement annuity check, only to find that the railroad system was bankrupt. Therefore, it's especially important to me to discuss these problems with you, to put things into a better and proper perspective.

Every three years the Board's actuaries complete a valuation, forecasting the system's income and outgo far into the future. This is a difficult project and the results are, in effect, estimates based on certain assumptions. The estimates may prove too high or low, and in the meantime subject to change as events change. No one, not even an actuary, can predict the future with certainty.

However, for the last eight years, the system's income has not matched its outgo. The 13th valuation, completed in 1976, showed a deficit of about 4% of taxable payroll, or 330 million dollars a year on a level basis. Prior to the 1974 Act the deficit had been estimated as 9% of payroll, so you see we made some improvement, but not enough. The costs of the 60/30 and other provisions have proved higher than the actuaries anticipated. For example, before the 60/30 provisions became effective in 1974, our actuaries had to estimate the rate of retirement on the basis of the experience of retirement systems in other industries. Now that our actuaries have data on our experience in the rail industry, they can make more reliable estimates.

In the near future, the Board's Actuaries will complete their work on a new valuation. This new 14th valuation will be based on our additional experience under the 1974 Act and will give a better picture of what to expect. At this time, only the preliminary results are available, but they are consistent with the last valuation indicating that a serious deficit still remains.

At the end of the last fiscal year, our income was substantially less than outgo. The difference was made up from the account's reserve, which had dropped to $2.7 billion. In 1970, right before our outgo started exceeding our income, this reserve was $4.8 billion, so you can see how corrective action is needed before we get into cash flow problems. The actuaries predict that this could happen in the late 1980's.

So it's important that we do something in the near future while the deficit is more manageable.

Washington is very much aware of our situation. The President's Office of Management and Budget has even drawn up legislative proposals to deal with our deficit and announced them in the White House Budget for 1980. The White House plan calls for management to pick up half the cost of the deficit through higher employer taxes. The other half would be dealt with through cost-saving provisions with no tax increase for employees. This is their way of letting Labor and Management know that if we don't come up with a solution, Washington will then push their own solution in Congress. The White House has also publicly announced in its Budget that any recommendations should not include any provision for Federal funds. And with the attitudes now in Congress, it's unlikely that we would in any case. In fact, we already are having difficulty collecting the Federal funds the system is entitled to under provisions of the 1974 Act.

Early this year, after the wage contracts were settled, railroad labor approached management to try to get together to work on these railroad retirement problems. There were a few meetings but frankly, little was accomplished. Management's position was that they wanted to wait for the next valuation results and couldn't afford to solve these problems until other problems were resolved. Labor's position was and continues to be that the problems must be addressed now. The RLEA Railroad Retirement Committee has been working very closely with my office, Board technicians and experts in working on solutions to the major problems confronting our Railroad Retirement System. I am pleased to advise you that the RLEA Committee has come up with a most comprehensive, responsible

legislative package that addresses itself to issues of importance.

While intensive discussions have been taking place between labor and management in the past few weeks, at this point there has not been an accord reached on a mutually, acceptable legislative program, however, I am not discouraged nor disillusioned as the complexities of our present retirement system make it extremely important that every aspect or change under consideration be weighed very carefully to insure that the interests of our railroad population, both active and those on the rolls, be protected and preserved.

The Congressional Committees who have jurisdiction over Railroad Retirement Legislation have been briefed on the proposals of railroad labor. The legislative package of railroad labor will be introduced in the next few days and we are confident that its introduction will have the effect of inducing further extensive discussions and negotiations that will result in a joint accord between labor and management on proposed changes.

Your retirement system has weathered many crises since it first began paying benefits in 1936. At that time, its legality was being tested, and the Supreme Court found the first Railroad Retirement Acts unconstitutional. With the help of President Roosevelt, we overcame this insurmountable problem.

In 1950, it looked like the system was destined to go broke as railroad employment fell drastically. Studies were made to see if it could survive. But since the establishment of a financial interchange with social security system in 1951, we have gained a total of $13 billion and survived very well. And now in the 1970's — the era of inflation, which is putting stresses on all pension systems — we're having problems again.

But just as the system survived the crises of birth in the thirties and then the problems of the fifties, it will overcome the problems of the seventies. That check will be in the mailbox in 1986, and 1987, and after that, and it will be for a sizable amount.

We've managed to overcome the problems and the crises because of the great support that you've given your representatives in dealing with management and Congress. The intensity of your support has given Railway Labor strength far greater than our numbers alone could ever have given us.

We in Labor will of course do everything in our power to see that our Railroad Retirement System continues as the finest in the country during the future years. We can continue to maintain and eventually further improve this system, as long as we have common goals and as long as we have unity among ourselves.

In closing, I want to give you some figures on what your Railroad Retirement System is paying in benefits.

During calendar year 1978, the Board paid over $4 billion in retirement and survivor benefits to over 1 million annuitants. At the end of the fiscal year there were about 460,000 retired employees, 230,000 spouses and 335,000 survivors on the Board's rolls.

There are about 4,400 retired signalmen on the Board's rolls. Over 2,000 of these retirees also receive supplemental annuities and about 2,500 have spouses on the rolls. Last year, these signalmen, their dependents and survivors, received $43 million in retirement and survivor benefits.

Over 200 signalmen retired directly from the railroad industry last year. The average regular annuity awarded to them was about $730. Their average supplemental annuity was about $43 and the annuities to their spouses averaged $350. Therefore, the family benefits of recent retirees with spouses were totalling over $1,100 a month, before the recent cost-of-living increase on July 1.

Family benefits for widows with children are averaging about $770 before they were increased 9.9% on July 1.

In the 1978-79 unemployment-sickness insurance benefit year, about 162,000 employees received $165 million in unemployment and sickness benefits. About 1,900 signalmen were paid over 2 and one-half million dollars in these benefits. Unemployment benefits averaged $1,400 per beneficiary and sickness benefits averaged $1,300 per beneficiary.

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RAILS COMPANY

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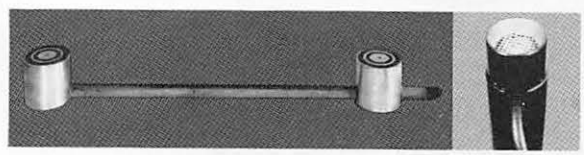

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Signaling makes the railroads a better place to work, says John Sytsma.

Bates then introduced John Sytsma, president of the Brotherhood of Locomotive Engineers.

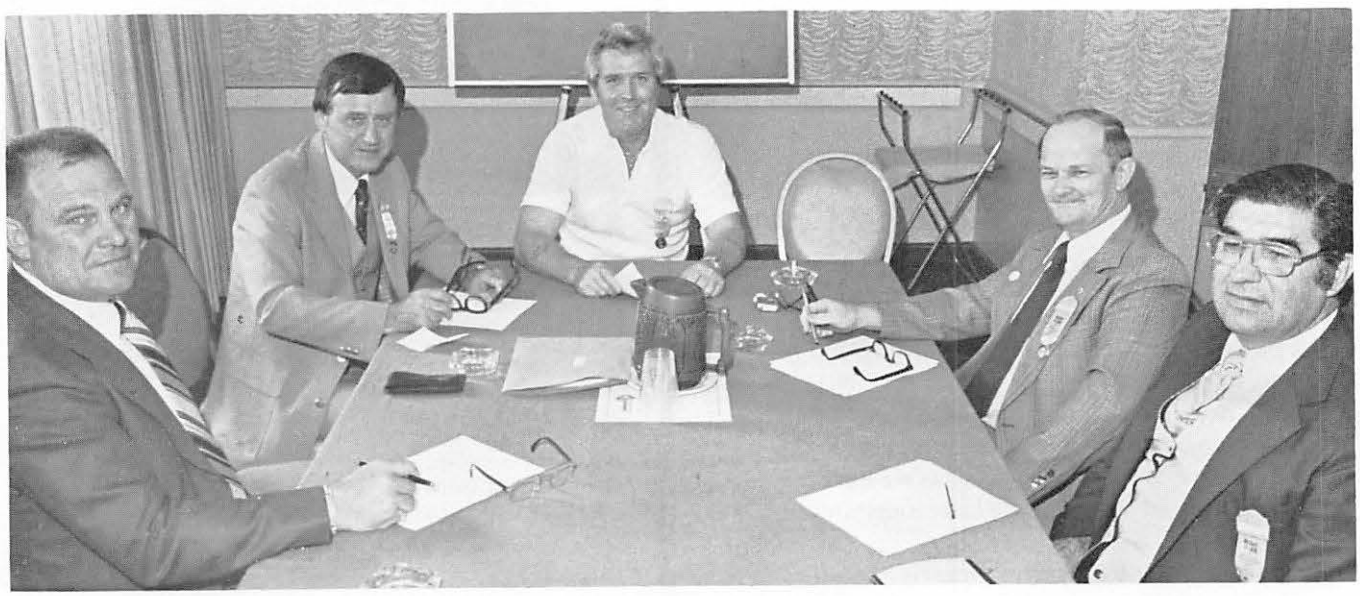
Engineers' viewpoint on signaling was presented by John Sytsma, BLE president

President Sytsma thanked the Signalmen for helping make the railroads better and safer places to work. He said that, though our Brotherhood isn't the largest or the oldest or the wealthiest, it does more things and does them better than most other labor organizations. He also noted the number of BofRS officials who have served in other high posts in the railroad field.

Referring to the many things that our Brotherhood has spearheaded, including establishing the basis for all other organizations to make national settlements on wages and rules, one of the first agreements for formal and structured training for Signalmen under the Railway Labor Act, efforts in Congress to bring the Signalmen within the scope of the Hours of Service Law, having the most professional magazine in the railway labor field, and many other improvements in wages and working conditions, President Sytsma stated: "Yours is an organization which realizes that to better serve its own members, it must also serve railway labor generally and be active in governmental affairs."

He also said, "You don't have to be real big to be real good."

Rules Committee report was presented by Val Van Artsdalen, chairman, who is general chairman of the SP.



Committee on Committees takes a break for its picture. Shown (left to right) are: Wallace W. Schaefer, local 165 CN; William A. Class, Jr., general chairman, BN; John W. Hogan, chairman, general chairman, LI; Harvey H. Parker, general chairman C&O-GTW-IHB-C&WI; and George G. Gross, general chairman SCL.

Laws Committee report was presented by Walter W. Altus, Jr., vice president.

In closing, President Sytsma promised that the Brotherhood of Locomotive Engineers expects to continue their close relationship with the Brotherhood of Railroad Signalmen.

The report of the Committee on Rules and Order of Business was presented by Chairman Van Artsdalen (SP) who read all the rules and order of business, and stated that the only change recommended by the Committee was in Rule 21, which would then read: "The elective Grand Lodge Officers shall be elected at each regular Convention. Nominations and elections of officers shall be the first order of business on the third day of the Convention. Nominee will be limited to speak once for three minutes at the close of nominations if he so desires.

"Candidates for Grand Lodge Officer may declare for office by submitting his name to Secretary-Treasurer at close of regular meeting second day. This will be published with minutes of second day and submitted to delegates on the third day. Elected Grand Lodge Officers will be installed immediately following the banquet dinner."

Committee Chairman Van Artsdalen recommended adoption of the Committee's Report. The vote was called for, and the motion carried.

The report of the Committee on Laws was presented by Vice President W. W. Altus, Jr. Committee Member Altus, acting in the stead of Committee Chairman B. E. Britcher, explained to the delegates the procedure used in making up the looseleaf binder containing the Committee Reports.

The following list of candidates for Grand Lodge Offices as described in Rule 21 of the Rules and Order of Business of this Convention were received by the Secretary-Treasurer immediately upon the close of business on August 7, 1979.

R. T. Bates, president

W. D. Best, secretary-treasurer

W. W. Altus, Jr., vice president position now held by W. W. Altus, Jr.

J. E. Hansen, vice president position now held by J. E. Hansen

W. B. Harwell, Jr., vice president position now held by W. B. Harwell, Jr.

R. R. Van Vacter, vice president position now held by W. B. Harwell, Jr.

C. S. Chandler, vice president position now held by C. S. Chandler.

J. T. Bass, vice president position now held by J. T. Bass

M. B. Frye, vice president position now held by M.B Frye

J. E. Platt, vice president position now held by J. E. Platt

Victor Matity, trustee position from Canada now held by A. G. Cunningham.

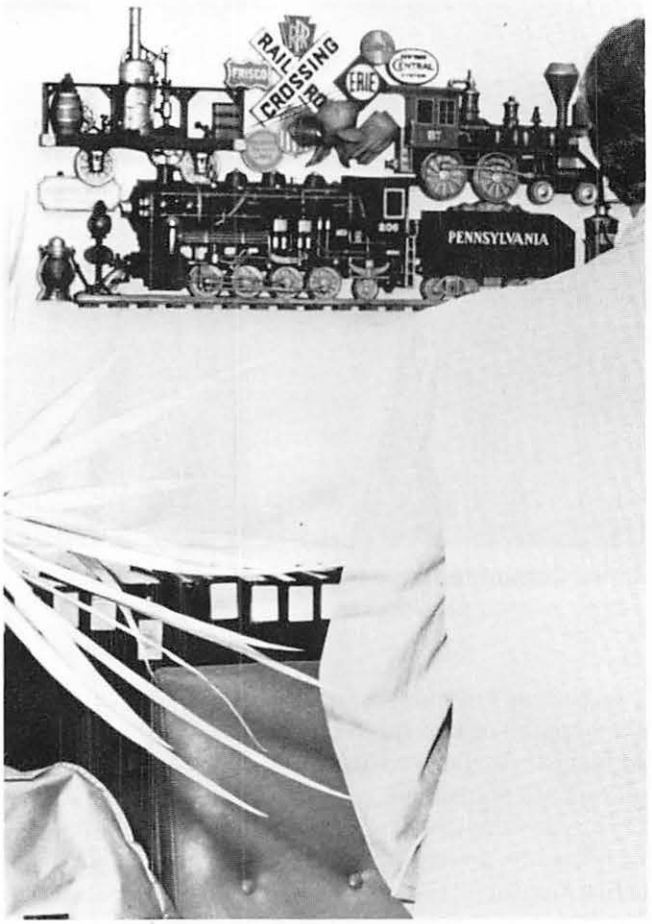
Trustees from U.S. (2)

B. E. Britcher
W. A. Class, Jr.
L. T. Davies
H. S. Gerth
G. G. Gross
H. H. Parker
B. J. Woodruff

Delegates visit Grand Lodge Headquarters in Mt. Prospect

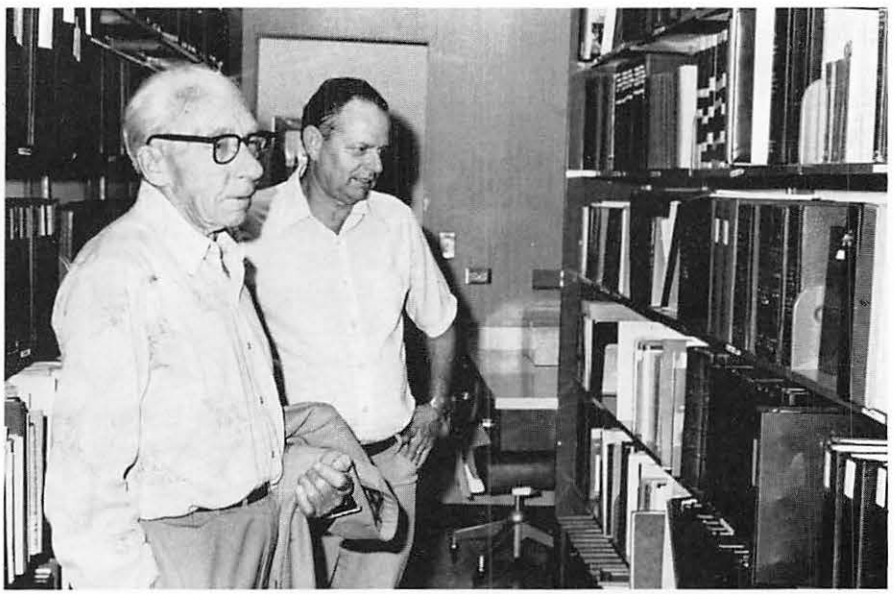
Editor's office gets a visit from SCL delegates J. C. Baldwin, left, and R. D. Platt.

President Bates' office is of much interest to SCL delegates T. E. Maness, Jr. (left) and E. G. McGriff.



Railroad plaque evoked much interest by delegates who visited Vice President Frye's office.

Computer data was of interest to visitors. Mrs. Dorothy Himel at video terminal retrieves data on membership to show delegates.



BofRS library is visited by Harold Stockdale (left) retired grand lodge representative from Canada and Henry S. Gerth, general chairman, C&NW.

Lyon's Den with its memorabilia and pictures of past officers of the Brotherhood evoked special interest by delegates and their wives when they visited Grand Lodge Headquarters on Tuesday. Lyon's Den is named after past president Arlon E. Lyon (picture lower right by man's hand).

Director of Research's office provides a place for SCL general chairman George Gross to make a telephone call.

THIRD DAY
Wednesday, August 8, 1979

President Bates introduced R. C. Nagel, chairman, Communication & Signal Division, Association of American Railroads, who is engineer of signals on the Southern Pacific.

Signal training is vital says R. C. Nagel

Looking back over my career without revealing my exact age, I note that the last time I performed service as a signalman was in 1949. This was quite some time ago, and the changes in the industry since that time have been considerable.

As Chairman of the Association of American Railroads Communication and Signal Division, I had as one of my duties to pick a theme for the annual meeting to be held here in Chicago next month. The theme I picked was "1979 — The Year of Decisions". So far, it certainly has been that kind of year, in many areas. We have had many world-wide decisions this year that will be recorded in history books — the Salt II talks, the energy crisis, the Mid-east problems, together with the many problems involving the economy. Within the railroad field, the de-regulation proposals, together with some merger proposals, still require a host of decisions.

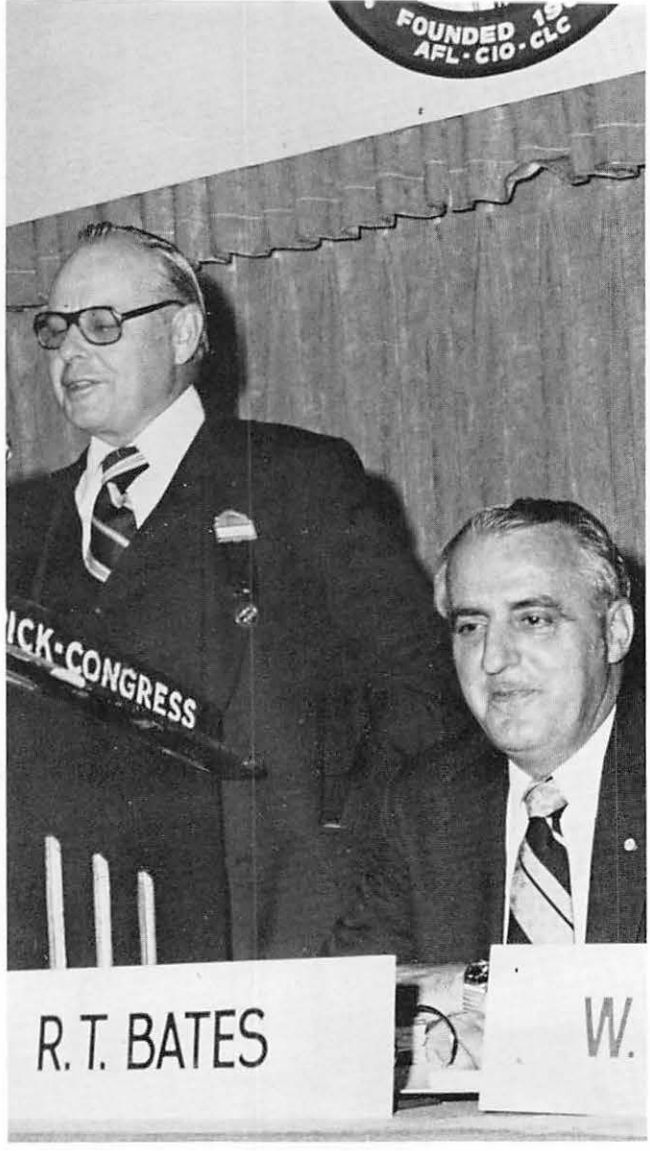
If you looked back to about 25 years ago, you would note that the basic railroad-signal systems had not changed a great deal from the previous 25 years. D.C. track circuits were the basic system utilizing semaphore or light type signals, with light signals becoming the preponderant type. Switch machines, code systems and interlockings were still about the same as when they were first installed.

From this point on, it has seemed like a revolution. Development of new systems mushroomed, and the replacement of worn-out equipment after World War II took on an accelerated pace.

The upgrading of systems and the installation of additional equipment have continued at this pace with few exceptions right up to the present time. With the advent of these programs, the industry as a whole has experienced a complete revolution in development of new systems. The technology developed for space flights is found everywhere in signal systems.

While these systems have had their problems, and apparently some of the environmental conditions on railroads are more severe than in space, many of our railroad systems and products are performing with outstanding results.

One of the major effects of these new systems on the signal fraternity has been the training and educating of personnel to understand and use the new equipment. I think everyone in this room will agree that tremendous progress has been made within the industry in these areas.



Signaling will see technological changes says R. C. Nagel, engineer of signals, SP. BofRS President R. T. Bates (right) spent many years in the SP signal department and was SP general chairman.

On our Southern Pacific property alone, signal training that started as an optional correspondence course became a full-blown training program. In May, 1972, we inaugurated our present program which involves ten days of classroom and laboratory training every six months for a period of two years. Since the start of this program, we have had a total of 300 assistant signalmen complete the training and become signalmen.

In addition to the assistant signalman training program, we also have a program to provide refresher training to existing signalmen and signal maintainers covering specific areas. These training sessions generally consist of two to three-day periods utilizing a training car at a location convenient to the employees' headquarters. This program is now in the third phase,

Signal Training Bulletin

COMMITTEE G: Education & Training
Communication & Signal Section, AAR

B-10 Primary Battery Systems with Rectifiers

Approved January 1974

Definition: Primary Battery: A device for the direct transformation of chemical energy into electrical energy.

Rectifier: A device which converts alternating current into unidirectional current by virtue of a characteristic permitting appreciable flow of current in one direction only.

Symbol: None

Description: There are various types of primary battery systems which make use of automatic rectifiers for track and line circuit applications. The rectifier shown in Figure 1 is usually used in track circuit applications in multiple (parallel) with primary battery to supply most but not all of the current required by the load. Some small drain on the battery is required to keep it in active condition. The transformer used i nthe assembly is designed to cause the rectifier to automatically assume practically all of an increasing load current within the rated current limits of the rectifier.

The taps on the transformer, or a combination of transformer taps and a sliding core, permit adjustment to be made to obtain the desired division of load between the battery and the automatic rectifier.

There are also constant current rectifiers used primarily for line circuits. This type of rectifier, Figure 2, can be used to energize dc line relay circuits directly, which is the system generally employed when primary battery furnishes the reserve source of power.

Purpose and Application: Methods for using rectifiers shown in Figure 1 and Figure 2 are illustrat-

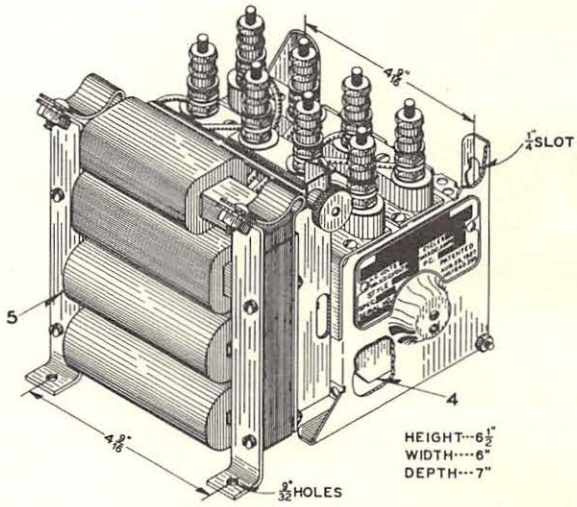


Figure 1

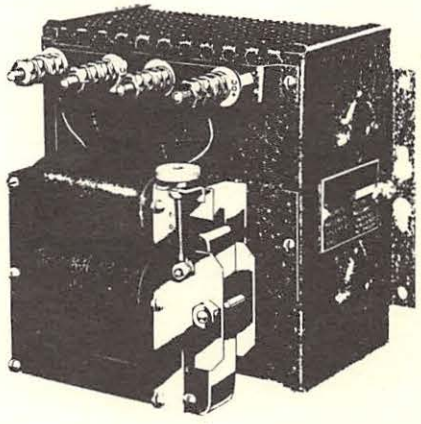


Figure 2

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ed in schematic drawings, Figure 3 and Figure 4. The rectifiers are connected in multiple (parallel) with the batteries, the rectifier being adjusted to carry the normal connected load, thereby extending the service life of the battery.

General Information: Provision should be made to allow a few milliamperes of current to flow from the batteries under normal load conditions to maintain the battery in an active state. Generally, rectifiers designed for this application automatically adapt current output to the load requirements and when properly adjusted will supply all the load current except the few milliamperes which the battery must supply to keep it in an active state. For alternate method of keeping battery in active state, see Note 3, Figure 4.

Detailed Operation: Adjustment for type shown in Figure 3: This rectifier should be adjusted with the average ac voltage which occurs at that location applied to the rectifier ac terminals. Average voltage means the ac voltage which is approximately midway between the maximum and minimum line voltages which may occur at that location. Insert dc ammeters of the permanent magnet type in both the battery and the load circuits, as shown by dotted lines in the diagram of Figure 3. (Caution: Do not open ac power supply after inserting the ammeter in the battery circuit or the ammeter may be damaged.) If the polarity of the ammeter in the battery circuit is as shown in the diagram, the current read will be that furnished by the battery to the track circuit. Loosen the clamping device at the top of the transformer until the sliding block may be shifted; however, keep sufficient pressure on the block to hold it in contact with the transformer core. The "in" position of the block corresponds to low line voltages, and the "out" position to higher line voltages. To adjust the track circuit current, connect a 12 ohm resistance unit across the track; vary this resistance and the series resistor of the track circuit while also shifting the block until the battery discharges at the value shown. Hold this adjustment of the block by tightening the clamping device, making certain that this tightening operation has not altered the battery output. The adjustment is now complete and the series resistor should be restored to its normal value and the track shunt removed. Check that battery is discharging at not less than 0.010 amp; then remove ammeters.

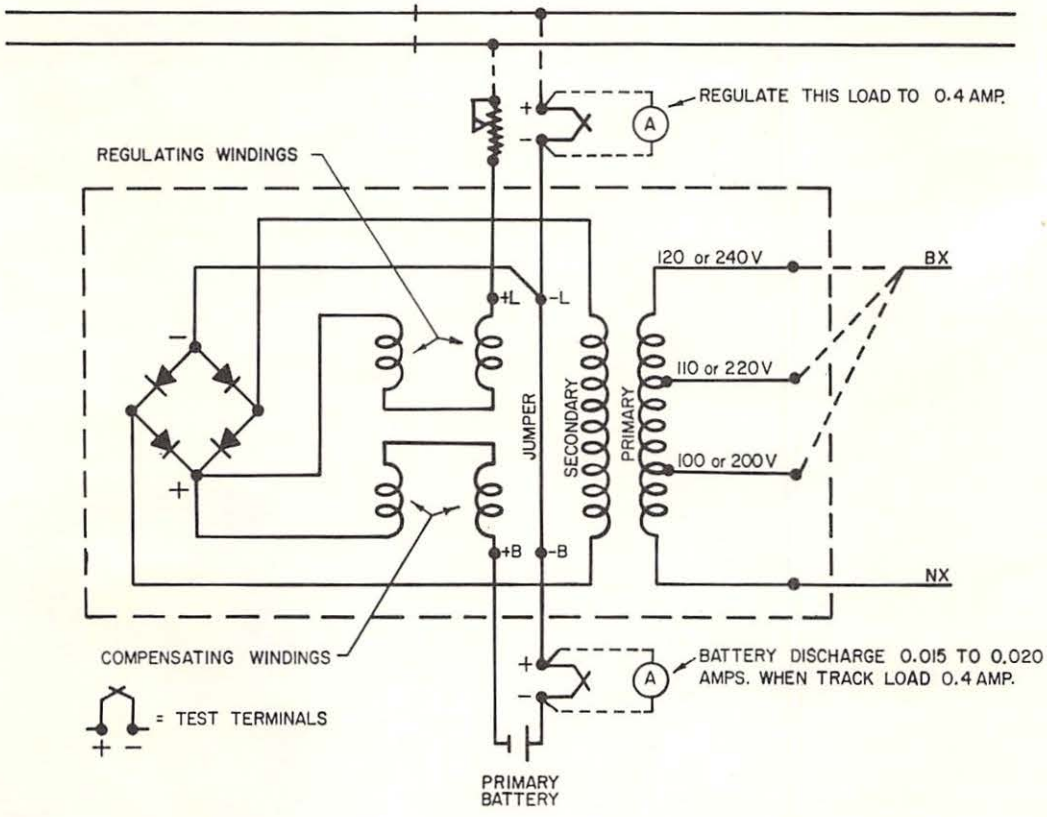


Figure 3 shows automatic rectifier for track circuits.

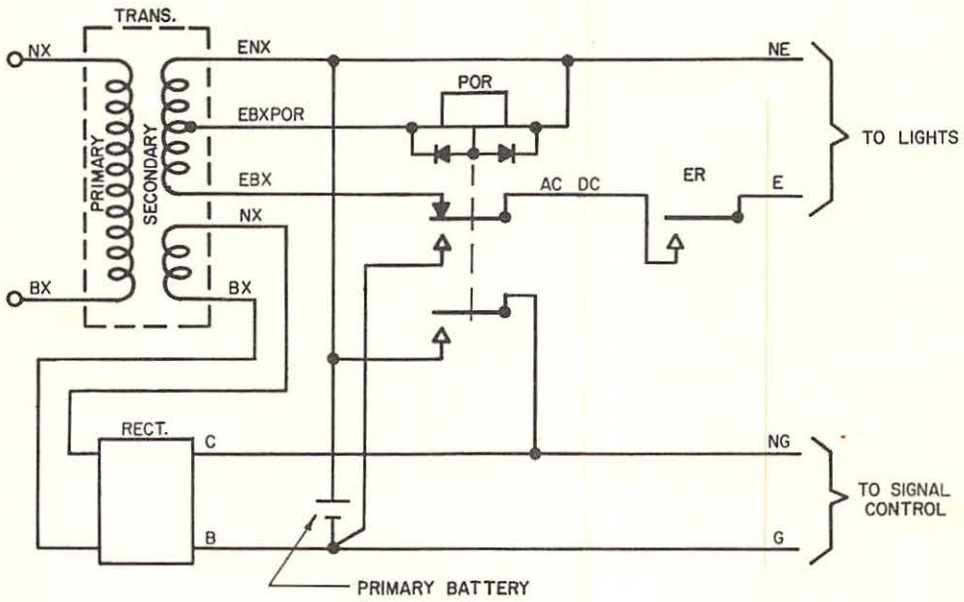


Figure 4 shows primary battery system with rectifier—a typical power arrangement for light-type signals using primary battery.

Note: (1) Adjust transformer to provide 10 volts ac on terminals of "POR" when ac supply voltage is at normal high level. (2) Rectified voltage is to be adjusted in field to a potential (within 2 volts) of adjacent line batteries using same common wire, but not less than 10 volts with normal load. (3) Place a restrictive shunt of approximately 0.5 ohm across battery for 10 minutes each 30 days to keep battery in active condition. An alternate method is to connect a 125 ohm fixed resistor across the battery to provide a minimum constant drain to keep battery active.

Notes:

Notes:

Committee on Rules and Order of Business

Val Van Artsdalen, chairman, is SP general chairman.

John E. Platt, vice president.

J. C. Baldwin (left) local 16 SCL and G. L. Bass, delegate-at-large DT&I.

C. F. Bollacker, Jr. (left) local 161 AT&SF; and C. Cleghorn, delegate-at-large B&OCT.

W. P. Glavey (left) delegate-at-large, RDG; and R. Hagley, local 216 C&O.

M. E. Hyde (left) local 174 C&EI; and R. Law, local 12 CN.

R. E. Swan (left) local 165 CN; and R. Szprygada, local 36 CR.

C. R. Vaught (left) delegate-at-large SOU; and C. H. White, local 103 BN.

with phase four scheduled to begin shortly. Our programs for this area now cover track circuits, switch circuit controller, electric locks, and switch machines, with the new one also covering circuit reading.

Our present facilities to perform this training consist of three fixed classrooms and laboratories together with three classrooms on wheels having basically the same equipment as the fixed classrooms. Our training staff consists of a Supervisor of Training and six training officers.

I could not brush over this particular facet of signal engineering without some additional comment. I think that we in the railroad industry feel that we have made tremendous efforts in preparing our employees for the constantly changing conditions that now exist, not only in the railroad fields, but in all other areas as well. With this huge effort, you would think that problems of obtaining qualified personnel for the jobs that are required have been solved, but that is not the case.

The Space Age has brought such a revolution in technology to all industries that railroads face stiff competition for good people with so-called sophisticated industries. The so-called "glory" fields of electronics seem to attract anybody with any kind of knowledge. The era of taking a job with an old-time company with job security, benefits and good retirement seems to be a thing of the past for many, especially as it concerns our younger generation getting out of school today. The thrill, if you can call it that, of seeing how many companies you can work for within a period of time seems to be a way of life nowadays. Job security or the stability of the company do not seem to be as attractive in present-day thinking. You would think that with all of the publicity produced by the various trade magazines, including *The Signalman's Journal,* that more people would consider our field for a career. It is my strong opinion that salary is not the factor responsible for this trend. One factor that some people will say is predominant is working conditions. Look back again and compare. The era of motor cars, camp cars and hard manual labor are in most areas a thing of the past. Modern highway transportation now is used, with most people living in their own homes and reporting to work the same as any other blue-collar worker. Construction gangs where most new men start out are equipped with all kinds of equipment to eliminate manual labor. Even under these improved conditions, we are not attracting all of the good people we need to the job.

And so, I have to make a very painful confession. By all of our efforts to correct this situation, we still have not been able to reach the ultimate goal of a qualified labor force equal to or better than that required for the

task at hand. The problem is still here, and I cannot see it correcting itself in the near future.

Another thing that should concern each of us, as heads of signal groups is the tendency of the newer and younger people to exploit their training as insurance to maintain the positions they are on. Some of you may not agree, but I am convinced it is something we must deal with. With the need for trained personnel in the forefront, many people take the attitude that if they pass the examinations for the training, they now have it made. They believe the company cannot afford to terminate their service, since it has spent considerable money to train them. With this type of attitude, production and performance leave much to be desired. Let me be quick to say that this attitude does not prevail in all, but it seems to be gaining momentum. I don't think that any one of us would make the statement that training has not produced good personnel where the attitude I mentioned does not exist, but we do have a problem that we must solve.

I would leave you with a couple of challenges. Number one, as indicated, we are in a period of great technological change, and it may at times require changes in the organization so we all can survive. These changes in many cases require revisions to agreements. Be ready for these, and do not take the attitude that changes require long negotiations. If you do, none of us may prosper. Number two — consider what we all must do to spread the knowledge about who we are, and the importance of what we are attempting to accomplish in an essential industry. Each of us should be a public relations representative for this energy-efficient business of railroading and its key ingredient of modern signaling. Included in this effort should be the attempt to instill more pride in the people we represent, so that the lackadaisical attitude trend will be turned around.

I think that when both of these charges are taken very seriously and acted upon, all of us will not only be better served in this industry, but the total industry will benefit from the results. The benefit to the industry is of course beneficial to all of us.

Members should be involved in the legislative process says Adams

The next speaker, introduced by President Bates, was William P. Adams, chairman of the Railroad Retirement Board. He said that the delegates and the membership must be involved to insure that the proper legislation is passed to protect them and their retirement system.

Chairman Adams gave interesting, but very alarming, statistics about the projections based on wage increases and inflation in the future. Wages are going up and workers are paying more money into the retirement fund, but at the same time, inflation is eating into the benefits.

President Bates introduced former Signalman Vice

Inflation is eating into retirement benefits reported William P. Adams, chairman of the Railroad Retirement Board.

FRA safety rules are the subject of public hearings reported Joseph W. Walsh, associate administrator for safety.

President Joseph W. Walsh, the present Associate Administrator for Safety of the Federal Railroad Administration.

FRA is strengthening its safety regulations says Walsh

I want to talk to you today about what we in FRA are doing to adopt procedures which will improve and strengthen existing and future safety regulations, as well as making stronger efforts to include the railroad industry and rail labor organizations in the regulatory process.

As I'm sure you are aware, there are a number of railroad safety regulations which have remained

virtually unchanged for over 50 years. Many of these requirements are obsolete and must be revised and updated in order to respond to the technological advances that have been made in the rail industry. The Office of Safety wants to work with all concerned parties to make these changes. Such changes will produce enforceable regulations that are written so that everyone can clearly understand the full intent of the regulations.

To begin this process, hearings were held on all of FRA's current regulations. Those hearings were completed in February, just as I came to the Office of Safety. I had the uncommon advantage of seeing the material and testimony that had been offered on all of the rail safety regulations. That information gave a clear picture of the scope of the task and the type of revisions which must take place. All changes in safety regulations have three primary objectives. First, to eliminate all requirements which are burdensome and unessential for rail safety. Second, that all requirements which cannot be justified or sufficiently clarified for enforcement purposes by existing data or research are to be eliminated until further information becomes available. And finally, that the knowledge gained from research, data collection, and experience must be used to strengthen and clarify the remaining requirements. Over the years, many regulations picked up provisions which did not deal directly with safety. Our emphasis now is to improve the quality of the regulations without jeopardizing the worker in any way nor the industry's financial ability to make needed safety improvements.

The procedure that has been followed in the progressive development of new regulations began at the safety inquiries. The Office of Safety evaluates the existing regulations in view of the testimony given by all sources. In a "Notice of Proposed Rulemaking," FRA seeks to set forth the minimum necessary requirements for rail safety, rather than a comprehensive list of all potentially hazardous conditions in any given discipline. It remains the direct responsibility of the railroads rather than FRA to find and correct unsafe rail conditions, However, rail safety is an issue of continuing concern and interest, and the coming year will see an increase in the number of safety inspectors and in enforcement efforts. Each "Notice" is followed by subsequent hearings on the new regulations which provide the rail industry, rail labor organizations, and all other interested parties with an opportunity to comment on the proposed regulations before they are finalized. I assure you that this step is not an exercise in futility. Recently, after the publication of a "Notice of Proposed Rulemaking" on the use of improved glazing materials for windows in locomotives, passenger cars and cabooses, the comments and testimony received at subsequent hearings cited a number of technological problems which required resolution. While issuance of final regulations was delayed, we are assured of definitive final regulations which can be accepted by all concerned parties.

In addition to streamlined regulations, a major emphasis is being placed on compliance and enforcement. FRA is utilizing a number of methods to affect compliance. This next year should see an increase in the number of violations filed, an increase in civil and criminal penalty sanctions, the implementation of a uniform policy of safety enforcement toward all carriers regardless of their financial conditions, and an increase in carrier monitoring by means of both inspection and the carrier performance profile. Also, a further increase in the collection of fines will be evidenced. Fiscal year 1978 saw a 100% increase in the amount of safety violation fines collected. Increases in statutory penalty amounts, more aggressive collection action, and increased penalties will be employed to emphasize to the industry that lax compliance with safety regulations will not be tolerated. With a more muscular enforcement program, rail carriers will be motivated to comply with safety laws and regulations.

On June 12th, a "Notice of Proposed Rulemaking" was issued proposing new regulations which would require locomotives to display flashing alert lights at rail-highway grade crossings. This proposal is meant to supplement other efforts which are being made within the Department of Transportation to significantly reduce the number of accidents which occur at grade crossings. To obtain input from the public regarding this proposed regulation, two public hearings have been scheduled. One hearing will be held on September 17th in Chicago, and the other will be held in Washington on September 20th.

FRA has sponsored research comparing the procedures used in approving grade crossing projects in five states. This research has identified several ways in which grade crossing improvements can be expedited. Use of these measures has been encouraged at grade crossing conferences, research meetings, and in meetings between state government officials and railroad representatives. Further, the Surface Transportation Assistance Act of 1978 included two provisions which improved the allocation of federal funds, designated exclusively for grade crossing improvements. At present, there are a number of grade crossing programs in which DOT is involved. The installation of active and passive warning devices; the implementation of new grade crossings; the construction of grade separations; and, the endorsement of improved driver education programs are included in these efforts.

As I know you are aware, the General Safety Inquiry on Signal and Train Control regulations and orders was held on February 22nd and 23rd of this year. At the hearing, presentations were made by several rail carriers, Amtrak, the Association of American Railroads, the Railway Progress Institute, the National

Transportation Safety Board, and the Railway Labor Executives' Association. You can take great pride in the fact that RLEA's position was presented by Signalmen President Tom Bates. All of the testimony which was presented at the two-day hearing was published in the April, May and June issues of *The Signalman's Journal.* The testimony presented at the safety inquiry, along with all written comments subsequently submitted, yielded valuable information which will significantly influence the contents of the "Notice of Proposed Rulemaking" that should be issued early next year.

First, we must evaluate the technological changes which have occurred in this area since the last major regulation changes in 1950. By eliminating unnecessary regulations and streamlining the remainder, we will produce new regulations that are current and technologically sound. In addition, the new regulations will be written in clear language. The end result will be a uniform understanding of the regulations, easier enforcement, and greater compliance by the rail industry. Further, as each step of the revision process progresses. FRA wants to encourage continued input from all effected segments of the public.

Within the last year, legislative changes in the Hours of Service Act have provided FRA with some much-needed aid. Prior to this, enforcement efforts of the law were seriously hampered and often, critical problems resulted from conflicting interpretations of the law. However, the amendments which were enacted in November of 1978 produced major clarification of earlier points of contention concerning "Hours of Service" and designated terminals. The Hours of Service Act is a statute that FRA wants to see fully enforced. We know that there are flagrant violations of this law by the railroad industry. Also, we acknowledge that there is a backlog in investigating the volume of complaints filed each year on those violations. I can promise you that the Office of Safety is taking a long, hard look at how complaints are now being handled. There are currently 36 full-time FRA inspectors who are available to investigate "Hours of Service" complaints, and they must investigate each complaint on a case-by-case basis. However, with possible expansion in the number of inspectors and a definitive resolution to assure that the rail industry fully understands the law, we can then move toward more effective enforcement. Our responsibility is to prevent abuses of the law by citing violations and imposing penalties — a role which we do not intend to slight. However, the interests of both employee and management are best served through cooperative efforts to assure adherence to the law and avert problems before they arise.

FRA has participated in various cooperative programs designed to consolidate resources on specific rail safety problems. There are issues which affect not only rail safety, but productivity and worker motivation as well.

One such program is the carrier training program. FRA, the Bureau of Occupational and Adult Education, members of railroad management and representatives of railroad labor organizations have agreed to develop vocational education training programs designed to aid the industry in meeting its need for skilled labor. Nearly one out of every three current railroad employees could retire by the end of this year. Fifty percent of the industry's work force will reach retirement age before 1985. As a result, new recruitment and training programs are essential so that the rail industry can continue to compete as a viable transportation mode.

Together, government, industry and labor can assist in increasing the quality and quantity of training offered to potential and existing railroad employees. Over the next 12 to 24 months, we are going to ask representatives from both labor and management to participate in advisory panels and committees which will identify manpower needs, determine how to improve existing vocational education programs, and conduct demonstration programs for both new and currently employed workers. We have seriously considered FRA's role in this program, and are determined that our concentration of involvement will be in curriculum development. In this way, the rail industry can retain control over the actual training of employees in each discipline.

Through the employee and public awareness programs, FRA has helped conduct safety law seminars and conferences for personnel throughout the railroad industry. Attendance at the joint safety law seminars has risen each year. The combined efforts of FRA, AAR, the American Short Line Railroad Association, and RLEA have made this type of success possible. Further, FRA has also made a listing of films on rail safety available to the railroaders. These films describe the many aspects of rail safety laws and regulations, as well as stating the proper interpretation of those rules.

Through the cooperation of FRA, rail management and railroad labor organizations in the alcohol abuse program, this serious problem can be dealt with in an effective manner. This program has three basic goals. First, the development of a workable method for estimating the prevalence of the problem and the cost of alcohol abuse programs to the rail industry. Second, to determine the effectiveness of the employee assistance programs in alleviating this problem. And finally, to develop specific recommendations on improvement and expansion of the program. For Phase I, seven sample carriers were designated to define the extent of the alcohol abuse problem within the industry, and to offer recommendations as to what labor and management can do to solve this mounting problem. A study of the results of this cooperative effort should be completed by next month. A conference will be held in Louisville, KY on November 7th through the 9th to present the findings of the phase I study to the industry.

Another area of great interest which involves extensive cooperative efforts, is rail-highway crossing re-

Laws Committee at work before the convention. Shown here (left to right) are: W. W. Altus, Jr., vice president; John T. Bass, vice president; W. D. "Dink" Best, secretary-treasurer; Bernard E. Britcher, laws committee chairman, and chairman Grand Board of Trustees; Anthony G. Cunningham, trustee member; and George A. Harrington, secretary, trustees.

At the convention, the laws committee included (standing) John T. Bass, left, and George A. Harrington. Seated are Walter W. Altus, Jr.; W. D. Best (center) and Anthony G. Cunningham. Brother Bernard E. Britcher did not attend the convention because of the illness of his wife.

search. This program has brought together the expertise of specialists in both rail and highway disciplines. Past projects have dealt with the analysis of accident causes, the development of innovative warning devices, and other institutional studies.

Another project that proved worthwhile was the National Rail-Highway Crossing Safety Conference held in Salt Lake City in 1977. FRA was the prime sponsor of that conference attended by more than three hundred individuals. During the two and one-half day meeting, representatives from a diverse range of organizations and disciplines throughout the country met with FRA and the other sponsors and planners of the conference. This was truly a major cooperative effort of sponsorship, bringing together the American Association of State Highway and Transportation Officials, AAR, the Federal Highway Administration, the National Association of Regulatory Utility Commissioners, Amtrak, the National Safety Council. The National Transportation Safety Board, the University of Utah, and RLEA; just to name a few. The success of this venture has prompted the planning for a Rail-Highway Crossing Safety Conference for the spring of 1980.

FRA's first priority is safety and our research and development activities are taking a new direction to maximize our focus on safety. We have recently developed a new way of structuring and focusing FRA's research and development program by placing track, equipment and personal safety as the first priority. Our main objective is to develop safety-related improvement of operating and maintenance practices. The program addresses both the prevention and detection of unsafe conditions. Among the major areas of concentration are equipment safety, improved track structures, human factors, grade crossings and safety testing. The performance of joint and independent safety R&D projects will provide support to an aggressive overhaul of safety regulations. This new approach will give FRA maximum flexibility to initiate research and development in areas which offer a high potential for success in terms of economics as well as safety. Further, there is the potential for improving the economic health of the rail industry thus offsetting the growing need for federal assistance.

All in all, we at FRA are moving toward a more coordinated and more vigorous safety enforcement program. As more of our regulations are updated and revised, our effectiveness will increase. Simply stated,

our goal is the reduction of rail accidents. However, it is only with the cooperative efforts of government, the railroad industry and railroad labor that we can begin to solve existing problems and consequently reduce the number of lives lost and injuries incurred. To assist this, the Office of Safety plans on conducting a series of regional seminars on all revised regulations as they are finalized. The implementation of new regulations will require the retraining of FRA's field enforcement staff, since the changes will represent a major departure from the existing regulations. The primary function of our seminars will be to thoroughly instruct FRA's enforcement staff and participating state inspectors in all aspects of the new regulations, stressing a uniform interpretation and enforcement policy. Each seminar would be scheduled by inspector discipline and would cover only those regulations pertinent to that discipline. In conjunction with these briefings for FRA personnel, the Office of Safety will also include a conference period for railroad management, supervisory personnel, and railroad labor organizations to supply the same information. This should assure a uniformity of understanding and promote greater adherence to the regulations throughout the industry.

I would like to make brief mention of some organizational changes within the office of safety. We have designated the Boston, Kansas City, and Portland offices as regional offices — bringing us back to eight safety regions. In addition, the responsibility for the state participation program and management of the grade crossing program have been transferred to the office of safety.

NOMINATION AND ELECTION OF OFFICERS

President Bates announced that the next order of business would be the nominations and elections of officers. He then turned the gavel over to retired Secretary-Treasurer Paul Drummond who declared that nominations were in order for the office of president of the Brotherhood of Railroad Signalmen.

Brother Waldo Hill (SP Local 152) placed in nomination the name of R. T. Bates. No other nominations were made, and the tellers were instructed to cast a unanimous ballot for Brother R. T. Bates for the office of president.

Bates thanked the delegates, and said that he didn't think there was any greater honor than being elected by a convention.

President Bates declared nominations open for the office of secretary-treasurer. Brother Herman Hendrix (StL-SF Local 129) placed the name of W. D. Best in nomination.

President Bates then called for further nominations. There being none, the tellers were instructed to cast a unanimous ballot for W. D. Best as secretary-treasurer.

Secretary-Treasurer Best then expressed his appreciation to the delegates and vowed to continue to work for them in the future as he has in the past.

Temporary chairman during the election of the president is Paul T. Drummond, retired secretary-treasurer.

Nominating Tom Bates for president is Waldo E. Hill, delegate from SP local 152.

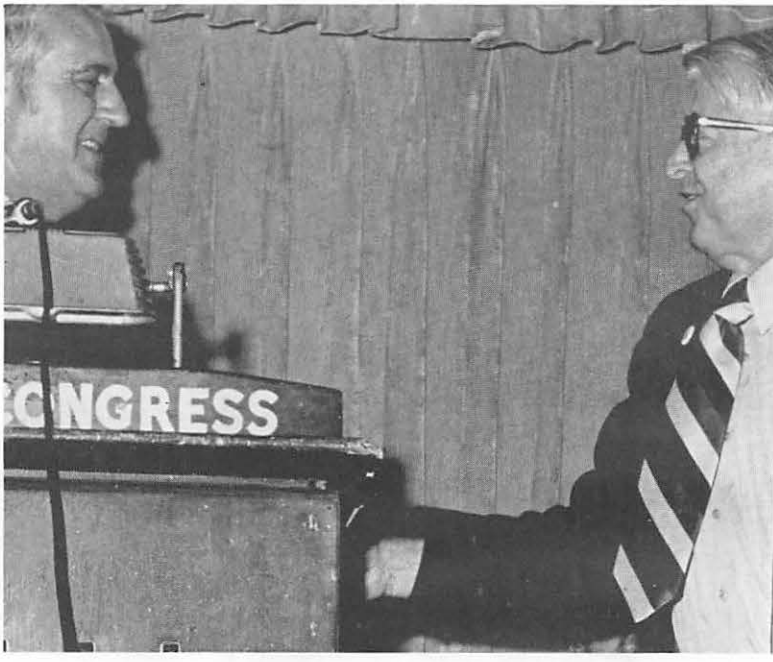
President Bates next declared nominations open for the position of vice president, the position now held by W. W. Altus, Jr. Brother James Walker (IHB Local 3) nominated W. W. Altus, Jr. President Bates called for further nominations. There were none. President Bates, therefore, instructed the tellers to cast one unanimous ballot for W. W. Altus, Jr., to succeed himself as vice president.

Brother Altus thanked the delegates and told them that it has been a real pleasure working all these years for them and with them, and he looks forward to another term.

President Bates then called for nominations for the

Congratulations are presented to President Bates by temporary chairman Paul Drummond.

Nominating Walter Altus for vice president was James H. Walker, delegate IHB local 3.



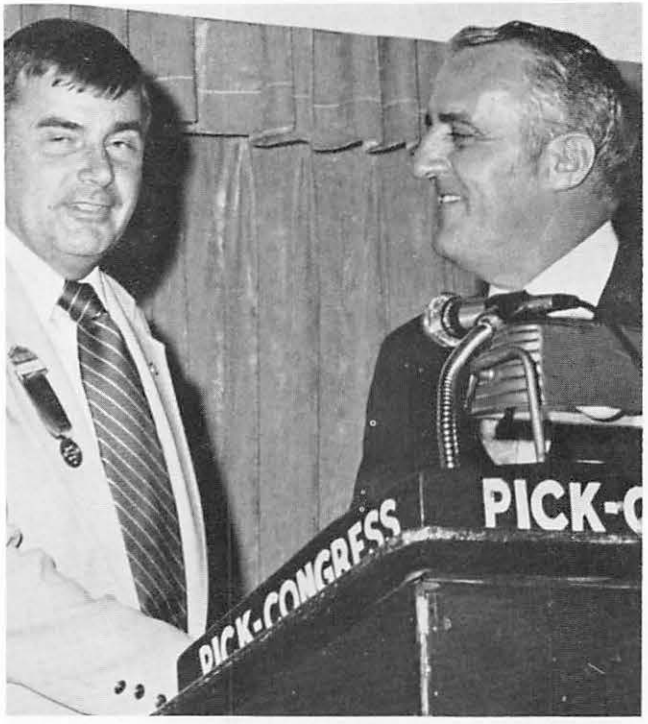
A handshake from President Bates greets Brother Altus on his election to vice president to represent the BofRS on the National Railroad Adjustment Board.

Nominating W. D. Best for the position of secretary-treasurer is Herman Hendrix, local 129 StL-SF delegate.

vice president of the East, the position now held by J. E. Hansen. Brother Bill Radziewicz (CR Local 88) placed the name of John E. Hansen in nomination. Further nominations were called for by President Bates. There being none, President Bates instructed the tellers to cast one unanimous ballot for John E. Hansen to succeed himself as vice president in the East.

A friendly handshake from President Bates is W. D. Best's reward for being elected to the position of secretary-treasurer.

Nominating John E. Hansen for the position of vice president in the East is William A. Radziewicz, delegate from local 88 CR.



Caught by the camera is John E. Hansen as he receives a congratulatory handshake from President Bates.

Nominating Witt B. Harwell, Jr. for vice president Midwest is George R. Jones, local 141 T&P delegate.

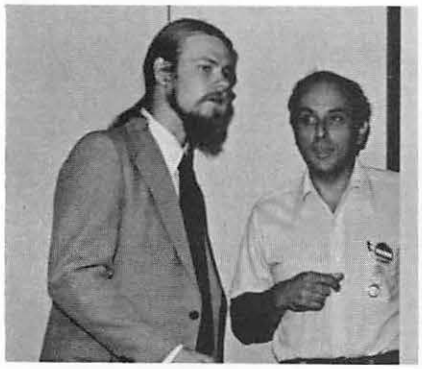
Nominating Richard R. Van Vacter for vice president Midwest is James R. Riggs, AT&SF local 20 delegate.

Stating why they should be elected vice president are Richard R. Van Vacter (above) and Witt B. Harwell, Jr. (below) before balloting began.

Assistant teller J. B. Ferres (pointing) local 38 CR directs delegates to the voting booths.

Assistant teller J. D. Boots local 23 CRI&P aids delegates as they leave voting booths.

Assistant teller L. M. Priel (right) local 8 UP guarded doors to the voting area.

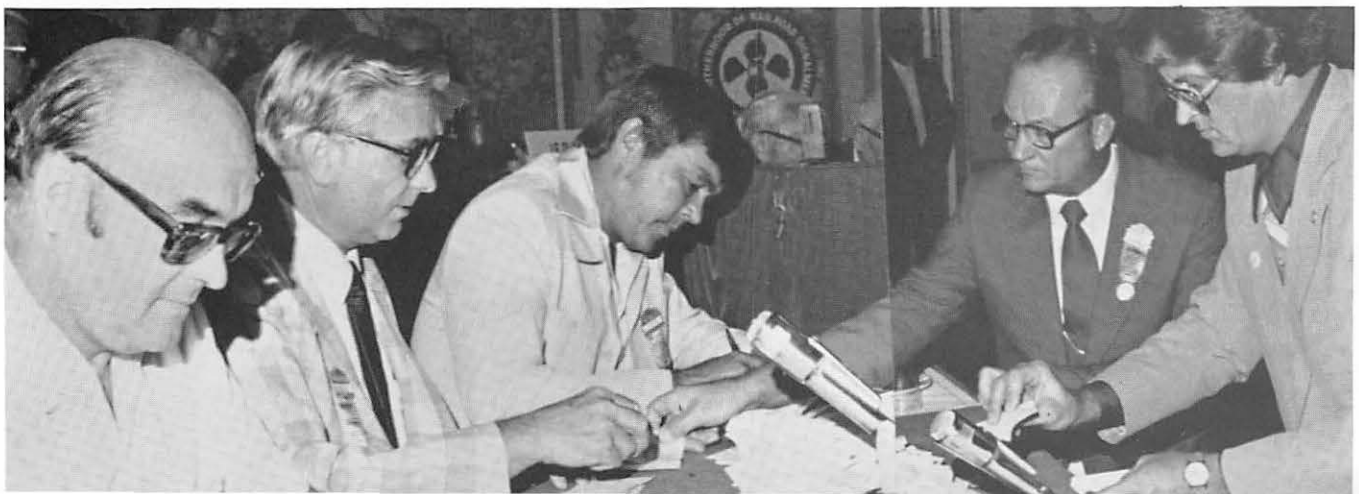


Assistant teller J. L. Barton local 62, MILW, also guarded doors to the voting area.

Teller J. R. Riggs (left) local 20 AT&SF checks delegate's name who receives ballot from J. W. Powers (center) assistant teller, local 16 SCL.

Teller David M. Helton, local 49 SOU watches as delegate places his ballot in the special ballot box.

Ballots are counted by tellers (left to right) Dennis McManus, local 205, CN; James R. Riggs, local 20 AT&SF; and David M. Helton, local 49 SOU. Helping are assistant tellers David B. McCarty (right) local 141 T&P; and James W. Powers (second from right) local 16 SCL.



In thanking the delegates, Brother Hansen promised that, along with the help of the members, he would represent them as best he could.

President Bates declared nominations open for the office of vice president in the Middle West, the position now held by W.B. Harwell, Jr. Nomination of Witt Harwell was made by Brother George R. Jones (T&P Local 141), and seconded by Brothers Clyde M. Page (SFe Local 33), Jerry A. Tennis (KCT), G.W. Holmes (MP Local 72), David E. Cureington (ICG Local 107), Willis Abner (CR Local 52), R.E. Hickerson (RI Local 183), D.L. Baker (Local 200), Jeff L. Barton (MILW Local 61), M.W. Kiser (RI Local 17), Howard L. Cash (ICG Local 46), W.D. Pickett (N&W Local 77), Robert E. Brennan (B&OCT Local 143), Eugene Shiller (RDG Local 53), William A Radziewicz (CR Local 88), and C.H. White (BN Local 103).

Richard R. Van Vacter (SFe) was nominated by Brother James R. Riggs (SFe Local 20). Seconds to this nomination were made by Brothers John R. Estudillo (SFe Local 172), George E. Jones (D&RGW Local 24), John Savage (SFe Local 156), M.J. Clayson (D&RGW Local 24), Edward W. Swecker (SFe Local 172), William H. Little (SFe Local 173) and Rex. L Duke (SFe Local 156).

President Bates called for further nominations. There being none, President Bates asked both candidates to speak to the convention, after which the delegates cast their secret ballots.

After the balloting and the votes were counted, Teller Riggs announced the following results:

Brother Harwell 232 votes

Brother VanVacter 90 votes

Brother Harwell then thanked the delegates and pledged them his best efforts.

President Bates next called for nominations for the office of vice president in the Southeast, the position now held by C.S. Chandler. Brother B. V. Clyburn (N&W Local 77) placed the name of C.S. Chandler in nomination. The nomination was seconded by Brother Melvin D. Warner (L&N Local 206). Further nominations were called for. There were none. Then President Bates asked the tellers to cast one unanimous ballot for Brother C.S. Chandler to be Vice President in the Southeast.

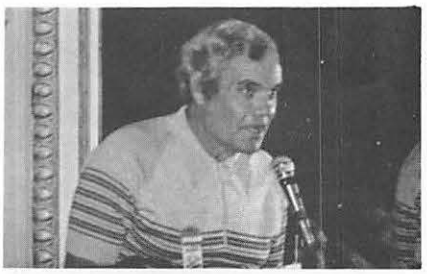
Brother Chandler thanked the delegates from the bottom of his heart.

President Bates next declared nominations open for the office of vice president in the West, the position now held by J. T. Bass.

Brother H.R. Neihart (BN Local 103) nominated J.T. Bass. Seconds were made by Brother C.F. Bollacker, Brother T.C. Jones, Brother J.A. Haugen, and Brother George Jones. President Bates called for further nominations, and hearing none, instructed the tellers to cast one unanimous vote for J.T. Bass for vice president in the West, who, in turn, thanked the delegates.

Nominations for vice president at Grand Lodge

Handshake from President Bates tells Brother Harwell that congratulations are in order on his election as vice president.



Nominating C. S. Chandler for vice president is B. V. Clyburn local 77 N&W.

Nominating John T. Bass for vice president is H. R. Neihart local 103 BN.

Nominating M. B. Frye for vice president at headquarters is Thomas M. Baker, local 182 SP.

Congratulations are the order of the day for M. B. Frye (left) from President Bates.

Looking at the camera is John T. Bass as he receives a handshake from President Bates upon Bass' election as vice president.

The congratulatory handshake is given Charles S. Chandler on his election as vice president by President Tom Bates (opposite page).

Headquarters, the office now held by M.B. Frye, were called for by President Bates. Brother Thomas M. Baker (Local 182) nominated Brother M.B. Frye to succeed himself. Second was made by Brother Morris Hyde (C&E Local 174). President Bates called for further nominations. None were made. Therefore, President Bates instructed the tellers to cast one unanimous ballot for Brother M.B. Frye as vice president at Grand Lodge Headquarters. Brother Frye thanked the delegates for their support.

President Bates then called for nominations for the office of vice president from Canada, the position now held by John E. Platt. Wally W. Schaefer (CN Local 165) placed in nomination the name of John E. Platt. President Bates called for further nominations, and there being none, instructed the tellers to cast one unanimous ballot for Brother John E. Platt as vice president from Canada. Brother Platt expressed his appreciation to all the delegates, and especially the Canadian delegation, for their support, and promised to do his best for the Brotherhood.

Nominating John E. Platt for vice president Canada is Wallace W. Schaefer, local 165 CN delegate.

Congratulating John Platt (right) on his election as vice president Canada is President Tom Bates.

Nominating Victor Matity for trustee from Canada is R. E. York, local 192 CP.

Congratulatory handshake from President Bates greets Victor Matity on his election as the Canadian member of the Grand Board of Trustees.

President Bates next announced that nominations were open for the office of trustee from Canada, the position now held by A.G. Cunningham. Brother R.E. York (CP Local 192) nominated Brother Victor Matity. This nomination was seconded by Brother D.A. Collins (CP Local 122). Further nominations were called for by President Bates, who, hearing none, instructed the tellers to cast one unanimous ballot for Brother Victor Matity. Brother Matity thanked the delegates for giving him the privilege and honor to represent them as their Canadian delegate at the Grand Lodge Board of Trustees.

President Bates then called for nominations for the office of Trustee from the United States, the position now held by Brother G.A. Harrington.

George G. Gross (SCL) was nominated by John W. Harrington (SCL Local 16), and seconds were made by Brothers J.L. Mattingly (L&N Local 71), P.D. Yelton

Nominating George Gross, SCL for the position of trustee is John W. Harrington, local 16 SCL.

Nominating William A. Class, Jr., BN, for trustee is Charles A. McGraw, local 152 SP.

Nominating Harvey H. Parker, C&O for trustee is Frank T. Branham, local 136 C&O.

Nominating Billy Joe Woodruff, ICG, for trustee is D. J. Lattner, ICG local 29.

Nominating Leo T. Davies, MILW for trustee is T. L. Lyon MILW local 61.

Nominating Henry S. Gerth, C&NW, for trustee is Phillip R. Singletary C&NW local 39.

Presenting his reasons for wanting to be trustee is William A. Class, Jr., BN.

Telling why he would make a good trustee is Harvey H. Parker, C&O.

Stating his case for being elected trustee is George G. Gross, SCL.

Stating his position for wanting to be a trustee is Henry S. Gerth, C&NW.

Telling what he could do as a trustee is Billy Joe Woodruff, ICG (left).

Presenting reasons why he would make a good trustee is Leo T. Davies, MILW.

Handshake by President Bates signifies to newly elected trustee William A. Class, Jr., BN, that he is to be congratulated.

(SOU Local 110), George R. Jones (T&P Local 141), J. C. Baldwin (SCL Local 16), R. D. Platt (SCL Local 16) and Morris E. Hyde (C&EI Local 174).

William A. Class, Jr. (BN) was nominated for the office of trustee in the U.S. by Brother Charles A. McGraw (SP Local 152). Seconds were made by Brothers G.E. Brown (BN Local 87), Henry Heilman (BN Local 154), William J. Gee (BN Local 188), R.J. Bollinger (BN Local 119), C.H. White (BN Local 103), A. L. Vierkant (BN Local 154), and B. D. Anderson (BN Local 119).

Harvey H. Parker (C&O) was nominated for the office of trustee by Brother Frank T. Branham (C&O Local 136). Seconds were made by Brothers John L. Howard (N&W Local 77), D.J. Lane (C&O Local 123) and Russell G. Hagley (C&O Local 216).

Henry S. Gerth, (C&NW) was nominated for the office of trustee by Brother Phillip R. Singletary (C&NW Local 39). This nomination was seconded by Brothers Eugene Shiller (RDG Local 53), Henry DePaepe (C&NW Local 130), A. E. Nenn (C&NW Local 9), Leonard M. Priel (UP Local 8), David McCarty (T&P Local 141), V. K. Bevan (RI Local 78), Vincent D. Unger (C&NW Local 108), and G.G. Ruhl (RI Local 78).

B.J. Woodruff (ICG) was nominated for the office of trustee by Brother D.J. Lattner (ICG Local 29). Seconds were made by Brothers David E. Cureington (ICG Local 107), P.V. Allred (ICG Local 162), D.J. Hoyle (ICG Local 191), J.D. Warden (ICG Local 81), R. Vallandingham (ICG Local 51), Howard L. Cash (ICG Local 46), J.W. Davis (ICG Local 51), and A. Joseph Louder (ICG Local 29).

L.T. Davies (MILW) was nominated for trustee for the U.S. by Brother T.L. Lyon (MILW Local 61). Seconds were made by Brothers E.D. Hodsdon (SOO), Adrian W. Kast (MILW Local 4), Leo J. Dowd (LV Local 59) and Jeffrey L. Barton (MILW Local 61).

Further nominations were called for by President Bates. There being no further nominations, they were declared closed by President Bates who then instructed the tellers to prepare the ballots.

President Bates asked each of the candidates to speak to the delegates, after which delegates cast their secret ballots.

After the tellers counted the ballots, they announced the following results:

Brother Class 92 votes
Brother Gerth 70 votes
Brother Davies 10 votes
Brother Gross 67 votes
Brother Parker 57 votes
Brother Woodruff 17 votes

Under the provisions of the Constitution, the person receiving the lowest number of votes was dropped, namely, L.T. Davies.

A recess was taken while the delegates cast their

Nominating George G. Gross, general chairman SCL, for trustee in the U.S. is R. D. Platt (left) local 16 SCL.

Nominating Bernard E. Britcher CR general chairman for trustee in the U.S. is Richard J. Szprygada, delegate CR local 36.

Obligation is given to Bernard E. Britcher (left) by Charles J. Chamberlain at Grand Lodge Headquarters on Oct. 2. Brother Britcher was unable to attend the convention due to illness of his wife. Brother Chamberlain was former BofRS president.

ballots for the office of trustee from the United States.

After the balloting was completed, President Bates called for the tellers' report, which was given as follows:

Brother Class 141 votes
Brother Gerth 61 votes
Brother Gross 66 votes
Brother Parker 42 votes
Brother Woodruff 12 votes

Under the provisions of the Constitution, Brother Woodruff's name was dropped from the list of candidates.

Another recess was taken while the delegates voted for the office of trustee from the United States by secret ballot.

After the balloting was completed, President Bates asked for the tellers' report, which was as follows:

Brother Class 197 votes
Brother Gerth 50 votes
Brother Gross 49 votes
Brother Parker 27 votes

Whereupon, President Bates declared Brother William A. Class, Jr. (BN) elected to the office of trustee for the United States. Brother Class then thanked the delegates assembled.

President Bates next called for nominations for the office of Trustee from the United States, the office now held by B.E. Britcher.

George G. Gross (SCL) was nominated by Brother R.D. Platt (SCL Local 16). Seconds were made by Brothers George R. Jones (T&P Local 141), R.S. Rawls (SCL Local 16) and J.B. Dumas (CofG Local 11).

Bernard E. Britcher (CR) was nominated by Brother Richard J. Szprygada (CR Local 36). This nomination was seconded by Brothers James B. Ferres (CR Local 38), Robert E. Lemmey (CR Local 93), E.M. Wander (CR Local 35), John Casey (CR Local 212), Floyd F. Guy (CR Local 112), Gerald R. Jones (CR Local 102), Thomas L. Loeffler (CR Local 73), Walter J. Brewer (CR Local 40), R.C. Hill Sr. (CR Local 48), Michael C. Ackerman (CR Local 42), Donald R. Helmer (CR Local 27), John W. Miller (CR Local 88), Frank Flynn (CR Local 54), Nicholas Ribando (CR Local 88), Edward Fegreus (CR Local 213), Leonard G. Kozlowski (CR Local 2), James Thornton (CR Local 54), Roy T. Tarvin

Labor advisor to the Secretary of Transportation Helmuth F. Kern (left) spoke to delegates about the need for good labor-management relations in the railroad industry. At the right is BofRS President R. T. Bates.

Officers' Report Committee report was given by W. D. Corn, chairman, who is general chairman, Missouri Pacific.

Labor's case was strongly presented by Lane Kirkland, secretary-treasurer, AFL-CIO, to an enthusiastic audience of Signalmen delegates.

(CR Local 52), and Angelo Sudano (CR Local 65).

Henry S. Gerth (C&NW) was nominated by Brother Phillip R. Singletary (C&NW Local 39) for the office of trustee for the U.S. Seconding the nomination were Brothers Eugene Shiller (RDG Local 53), Leonard M. Priel (UP Local 8), D.H. Lattner (ICG Local 29), David B. McCarty (T&P Local 141), Henry De Paepe (C&NW Local 130), William H. Little (SFe Local 173), James W. Braden (C&NW Local 43), George E. Jones (D&RGW Local 24), Frank M. McKenzie (Amtrak Local 5), D.D. Roberts (RI Local 183), and John R. Estudillo (SFe Local 172).

President Bates then called for further nominations. There were none. Therefore, nominations were declared closed.

President Bates then asked Brothers Gerth and Gross to address the delegates, after which the delegates cast their secret ballots for the office of trustee for the United States.

President Bates, during the balloting, called upon Helmuth Kern, a special representative to the Secretary of Transportation, to address the convention.

Mr. Kern said that "the American railroad system will, in the long run, displace the gas guzzlers of the highways." If the railroads can be made so safe that no other mode of transportation can compete with it as far as safety is concerned, then he believes that the future of the railroads is secure.

President Bates called upon the tellers to give their report. Teller Riggs gave the following results:

Brother Britcher 181 votes

Brother Gerth 91 votes

Brother Gross 49 votes

President Bates declared Brother Bernard E. Britcher (CR) elected to the office of trustee for the United States.

Committee on Officers' Report

Busy schedule prevented all members of the Officers' Report Committee from being in one place to have their picture taken. Shown here (left to right) standing are: P. G. McMahon, local 72 MP; W. R. Evans, general chairman, UP; R. E. York, local 192 CP; C. D. Bradshaw, local 129 StL-SF; E. D. Wright, local 188 BN; Vincent D. Unger, local 108 C&NW; and Charles S. Chandler, vice president. Seated (left to right) are: James A. Kistler, local 45 CR; R. C. Buck, local 14 GTW; W. D. Corn, chairman and general chairman, MP; W. D. Pickett, local 77 N&W; and Carl T. Heitzman, general chairman, LV.

Officers' Report is looked over by W. D. Corn (left) and Leo T. Davies, general chairman, MILW.

Another member of the Officers' Report Committee R. D. Platt (left) SCL local 16, checks with Chairman W. D. Corn.

Officers' Report is checked by J. M. Huff (left) local 89 C&O and D. G. Jennings (center) local 125 CN.

FOURTH DAY
Thursday, August 9, 1979

Committee chairman W.D. Corn (MP) commented that the Officers' Report was well compiled and complete. The committee recommended that the report, as amended, be adopted. The question was called for. The vote taken. The report was adopted.

President Bates introduced Lane Kirkland, secretary-treasurer of the AFL-CIO.

Please turn page for Kirkland talk.

Labor will meet the challenges ahead says Lane Kirkland, AFL-CIO officer

These are difficult times for workers and their unions and for all of the American people.

We are facing challenges from resurgent reactionary forces that are trying to reshape the social, political and economic structures of our country, trying to divide Americans along class and economic lines and trying to weaken and destroy the trade union movement itself.

First, there is the anti-government, anti-democratic agitation of the Proposition 13 cultists.

In the Congress, in the state houses and city halls, we see elected officials riding on the anti-tax bandwagon, calling for the elimination of public programs and services that make life worth living for the people who elected them. We see candidates appealing to voters to give them the reins of government because they are anti-government. We see cunning anti-tax evangelists preaching salvation through selfishness, calling on taxpayers to offer up the welfare of the weakest and the neediest of their neighbors as scapegoats in order to reduce taxes for those best able to pay them.

Not only welfare programs are under attack. Public health programs, occupational safety and health programs, government regulatory programs of all kinds, fair employment laws, the minimum wage — are all under constant siege in this effort to take from the many for the benefit of the few.

The same destructive force is alive and growing in the world of work, where we are seeing a revival of anti-unionism unmatched since the industrial dark ages of two generations ago.

Employers in private industry and public employment, as well, are hiring professional union-busters in unprecedented numbers. These are not the club and brass-knuckles union-busters of the past.

They are well-tailored lawyers who specialize in subverting the law. They are psychologists and sociologists who specialize in sowing distrust and dissension, turning workers against each other. They are labor relations specialists who aim at destroying the collective bargaining system.

All are at work all across the land, teaching unfair employers new ways to bend and break the law without getting caught or, at least, without paying a penalty. Illegal discharge and discrimination are their favorite weapons. They not only work to destroy union organizing campaigns before they start, they also work to destroy union relationships that have worked well and peacefully for generations. They use weak or unwary workers to launch decertification and deauthorization campaigns to undermine their own unions.

They are the front-line troops in what amounts to a national campaign by leaders of business and industry to create what they call a "union-free environment", which translates into the death of democracy in the workplace, the conversion of the employer-employee relationship into a monologue, instead of a dialogue.

These assaults on democracy all have an economic base, and they are coming together at this time because today's ominous and unstable economic climate makes the American people more vulnerable to divisive tactics, more fearful of losing what they have, more inclined to look for scapegoats to blame for the things that are going wrong.

All of the forecasts make the future look even bleaker than the present. Inflation will continue. Production is declining. Unemployment will increase. There will be more families competing for fewer houses to live in, at higher prices and impossible interest rates.

So it isn't any wonder that Americans are uneasy, insecure and distrustful of their neighbors and their leaders.

The root of the troubles we face lies in the fact that America's economy is badly unbalanced. Consumer prices are soaring. Yet, the purchasing power of workers and consumers is shrinking every week. The average American worker is able to buy less with his wages than he could in 1965.

Last week, the Wall Street Journal complained that profit figures are not climbing quite as fast as they have been doing in the recent past. The companies surveyed by the Journal reported that their profits jumped by an average of not quite 20% in the second quarter, after leaping 35% in the first quarter and 25% in the last quarter of 1978.

Some industries did better than others. Mining profits were up 92 percent. Oil profits were up 58%. Railroads, you will be glad to hear, were up 33%.

Nobody is more aware than workers that inflation is the most dangerous enemy we face. Workers are prepared to make sacrifices to halt inflation, but their sacrifices are being thrown away. Money taken from paychecks that is merely transferred to profit sheets does nothing to reduce inflation. It does nothing at all to restore economic balance. It only makes matters worse.

And balance must be restored. There must be effective controls to halt the steady climb of the Consumer Price Index, and that means controls on the price of food, on the price of housing, on the price of fuel and medical care — for these are the inescapable necessities of life, and they are the areas in which inflation is climbing fastest.

The AFL-CIO and its state federations have been working hard to forestall a right-wing drive for a constitutional amendment that would require a balanced budget and tie the hands of the Federal Government.

This anti-government campaign was carried out largely in secret, without much publicity or fanfare. As a result, the legislatures of 26 states were bulldozed into supporting the call for a Constitutional Convention almost before the rest of the country was aware of what was going on.

At that point, when President Meany sounded the call for trade union response and resistance, the national taxpayers union was boasting that the eight additional state ratifications needed to force a Constitutional Convention would be in the bag by the end of June.

It didn't work out that way. Four state legislatures did take the bait, but in half a dozen others it was voted down resoundingly, and it was voted down because the labor movements of those states exposed the scheme for what it was and rallied public opinion against it.

This battle isn't over. In fact, the hottest part of the battle is still ahead, but a fully alert labor movement is now on the job, and I am confident they can and will do the job.

The AFL-CIO and its affiliated unions are fighting back, too, against the union busters and the apostles of anti-unionism, and here again the chief weapon is public exposure. We are developing training programs, seminars, information collection and distribution systems that will track and identify the union-busting consultants, expose their methods and pursue every legal recourse against them.

And we are, above all, working to persuade the Administration and the Congress to adopt strong and effective action to stabilize the economy, muzzle and control the inflationary forces and recapture control of America's economic destiny from foreign hands.

We are delighted that President Carter has at last called for a massive national effort to achieve energy independence. Many of his recommendations are similar to proposals we urged since 1973, when the OPEC cartel first raised the flag of piracy.

In our view, the commitment to energy independence, with all the effort and expense and sacrifice it will require, is the essential first step toward setting America's house in order. We are going to be doing everything we can to persuade the Congress to adopt a stronger and more effective excess profits tax on the oil industry, to establish an equitable plan for rationing fuel and to launch a massive program to develop alternative energy sources.

We are also going to work hard to rectify a mistake.

Long before there was any such thing as an energy crisis, the AFL-CIO argued that America's railroads urgently needed attention. They needed refinancing, restructuring and rebuilding from the roadbed up, in order to give America the balanced and efficient transportation system she needed.

I suppose we should be grateful that Congress only permitted about half of the reductions in the AMTRAK system that the Administration proposed.

But in the face of the nation's needs today there can be no justification for any cuts at all. Reorganization, yes. Redistribution, yes. But if there is one thing America needs, it is a stronger, greatly improved and greatly expanded railroad system for both freight and passengers. No other kind of transportation can even begin to do the job that has to be done.

The most acute phase of the gasoline and diesel fuel shortage is behind us. The problems that grounded so many wide-bodied jet aircraft are rapidly being corrected. But anyone who has failed to learn from these painful experiences is unfit for public office. The problems are still there, and they will continue to be there, until alternative fuels, alternative transportation

systems are in place and functioning. Therefore, it is the AFL-CIO program not only to restore the railroads, as we have been urging for many years, but to make them better, more efficient and more capable of handling a larger share of the nation's passenger and freight traffic than ever before.

So these are some of the problems American workers and their unions are facing today. And in helping to meet those problems, I submit that the most urgent task before us is to build and strengthen this movement of ours in every way we can. We have to work together to strengthen every union, every bargaining unit, to awaken every union member to the value and effectiveness of the instrument we have created for the common good.

We have a great deal of work to do, and we have to do it as if not only our own future but the future of our children, our country and the future of democracy itself depended on how well we do it. And, indeed, that is the simple fact of the matter.

I have every confidence that the members of this great union will, as always, be handling their share and more of the task ahead.

President Bates introduced Ole Berge, the president of the Brotherhood of Maintenance of Way Employes. President Berge said that he was happy to have been extended an invitation to be here, and that he hoped the Signalmen and Maintenance of Way Employes would continue to work together as they have in the past.

Committee Chairman E.D. Hodsdon (SOO) submitted the report of the committee. He stated that one case had been presented to the committee involving a jurisdictional dispute between Locals 72 and 174. A C&EI employee was permitted to follow work formerly performed by the C&EI shop to the coordinated shop facility on the Missouri Pacific, but continued to pay dues to the C&EI. The Missouri Pacific local claimed territorial jurisdiction and was upheld by President Bates. This precipitated an appeal by the C&EI local to this convention.

The committee reviewed all documents and evidence presented to it, and the committee's findings conclude that the decision of President Bates was proper and in accordance with the Constitution. The committee recommends that this appeal should be denied, and that its report be adopted.

The question was called for. Brother Morris Hyde (C&EI Local 174) asked to explain the matter, since he had appealed the issue. There was extensive discussion and many delegates said they did not understand what they would be voting for and what the problem was. Brother R.R. VanVacter (SFe) moved that the matter be referred back to the committee for further clarification. Brother D.R. Schoener (CR Local 28) seconded the motion. The question was called for, and the vote was taken. The motion passed.

Brief history of Labor newspaper was presented by Richard C. Howard, secretary-treasurer.

FIFTH DAY
Friday, August 10, 1979

President Bates introduced Brother Richard C. Howard, the secretary-treasurer of LABOR, who gave the delegates some facts about the history of the newspaper, which was organized in 1919 and is now owned by 14 railroad unions. Its age, in itself, makes it a running chronicle of labor history.

With regard to the problems facing the trade union movement, he stated that LABOR and the Canadian Railwayman, along with the union journals, certainly do help to maintain constant communication between the officers and the members.

SELECTION OF CONVENTION CITY

President Bates asked how many delegates were attending the Convention for the first time. The figure was approximately 178 out of the 341 delegates registered.

President Bates then asked for nominations for the next convention city. The following cities were nominated and seconded: San Francisco, Denver, Las Vegas, Coeur d'Alene, Houston, Los Angeles, Milwaukee, Nashville, New York. A standing count was then taken, and the winner was San Francisco.

FURTHER REPORT OF THE COMMITTEE ON APPEALS

Committee Chairman Hodsdon repeated the report of the appeals committee. The main concept of the appeal was a jurisdictional dispute between Locals 174 and 72. The vote of the committee is to uphold the position of Local 72 (see report on the 4th day).

The Committee moves adoption of its

Appeals Committee members (left to right) are: R. R. Van Vacter, AT&SF; C. J. Newlands, local 167; Harold Hock, local 166 N&W; and Henry S. Gerth, general chairman C&NW-CRI&P.

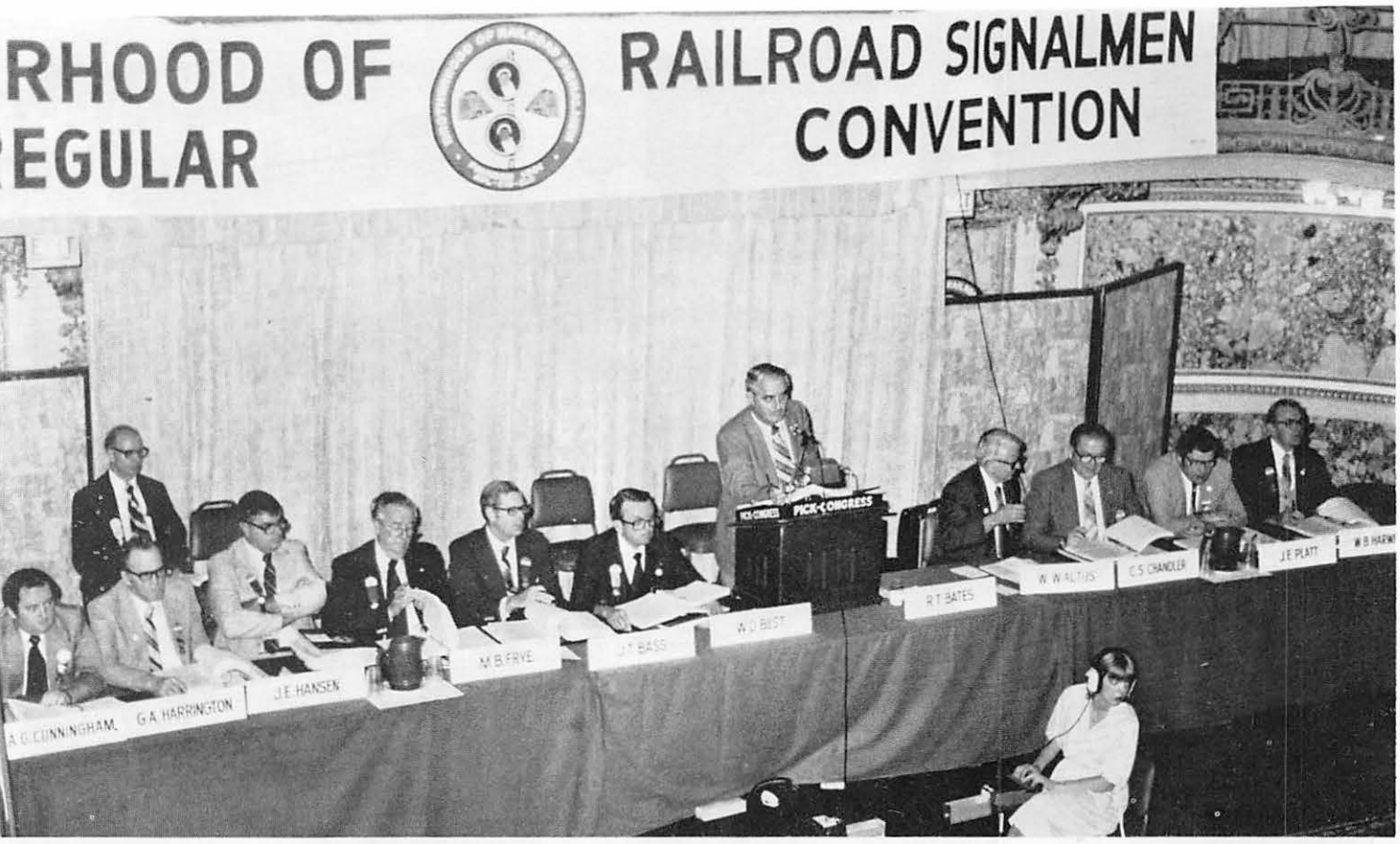
Committee on Appeals

Appeals Committee Chairman E. D. Hodsdon (left) discusses report with B. J. Woodruff, ICG general chairman.

Members of Appeals Committee in session. Facing camera (left to right) are: Willis Abner, local 52 CR; Kenneth D. Raney, local 157 StLSW; George R. Jones, local 141 T&P; and John E. Hansen, vice president. In foreground are C. J. Newlands (left) local 167 CN; and Richard R. Van Vacter, AT&SF general chairman.

Interested in the appeal case before them, committee members shown here (left to right) are: T. E. Early, local 49 SOU; John Melfi, local 56 LI; M. D. Fucci, local 56 LI; J. C. Nesselrodt, local 174 C&EI; and E. J. Smith, local 192 CP.

Hearing an appeal is E. D. Hodsdon (left) chairman of the Committee and the appellant Morris E. Hyde (standing) general chairman C&EI.



Chairman of the convention was President R. T. Bates (at podium). At the head table (from left to right) are: Anthony G. Cunningham, Canadian member, Grand Board of Trustees; George A. Harrington, Secretary, Grand Board of Trustees; John E. Hansen, vice president & national legislative director; M. B. "Pete" Frye, vice president at Grand Lodge Headquarters; John T. Bass, vice president west; W. D. "Dink" Best, secretary-treasurer; Bates; Walter W. Altus, Jr., vice president, member National Railroad Adjustment Board; Charles S. Chandler, vice president south; John E. Platt, vice president Canada; and Witt B. Harwell, Jr., vice president midwest. Standing at the left is Robert W. McKnight, editor, The Signalman's Journal.

recommendation. A motion was made and seconded to cease debate. The question was called for. The vote was taken. The motion carried. The question on the committee's report was called for. The vote was taken. The motion carried.

The Committee was excused by President Bates with the thanks of the Convention.

At this point, Vice President John E. Hansen discussed and answered questions on the Hours of Service Law.

President Bates presented retiring trustee George A. Harrington (SCL Local 16) with a token of the esteem of the Brotherhood. Brother Harrington thanked the members for their support and help over the many years.

President Bates then expressed his gratitude to the entire delegation, as well as his fellow officers. He said that one important thing is the unity that exists among all the officers, and with this unity, our Brotherhood will progress.

President Bates then asked Chaplain H.R. Neihart (BN Local 103) to give the benediction, after which he declared this convention closed until August, 1982, in San Francisco.

Father and son delegates at the convention were (from the left) W. E. Tarvin and his father R. T. Tarvin of local 52 CR; Clyde M. Page and his son Robert C. Page of local 33 AT&SF.

A book of signatures and some money are given to retiring George A. Harrington by President R. T. Bates.

Retiring secretary of the Grand Board of Trustees George A. Harrington thanks delegates for their support and gift.

During a break in the proceedings following elections Secretary-Treasurer Best (left) and President Bates found moments to enjoy the break.

Expressing his thanks to the delegates for their hospitality is A. N. Cotton, retired grand lodge representative from Canada.

Thanks are given to delegates by Anthony G. Cunningham who chose not to run for trustee from Canada.

Thanks to the delegates for their kindness to him is expressed by Harold A. Stockdale, retired grand lodge representative from Canada.

An expression of thanks for their participation in the convention was given by W. W. Lauer, grand lodge representative.

Hoping to see many of the delegates in the coming year, Roger E. McCaughan, grand lodge re presentative Canada, wished them well.

Thanking the delegates for their hospitality to him, V. M. "Butch" Speakman, Jr., wished them well.

Officers of the Brotherhood elected to 3-year terms of office are (left to right) standing: Vice Presidents John E. Platt (Canada), Walter W. Altus, Jr., John T. Bass, Charles S. Chandler, John E. Hansen, Melvin B. Frye and Witt B. Harwell, Jr. Seated (left to right) are: R. Thomas Bates, president; W. D. "Dink" Best, secretary-treasurer; Victor Matity (Canada) trustee; and William A. Class, Jr., trustee.

During Committee discussions, these members took part (left to right): L. J. Mortensen, local 126 SP; W. E. Hill, local 152 SP; and M. B. "Pete" Frye, vice president.

Resolutions Committee Chairman V. Joseph Sartini was delegate-at-large from the N&W and reported on committee actions on the many resolutions presented to the convention.

Resolutions covered many subjects

Delegates passed resolutions that the following matters be referred to the Grand Executive Council:

— Provide personal leave days depending upon the length of service

— AEtna and Travelers insurance coverage for all dependents that a member claims on his income tax form.

— Improve retiree medical plans by lowering the eligibility ages for retirees and their spouses.

— Make the day after Thanksgiving a holiday.

— Improve hospitalization, supplemental sickness and dental plans.

— Expedite the payment of back pay.

— Reduce the amount of service time necessary to qualify for vacations, lengthening vacations, and prepaid vacations.

— Cost of living allowance should equal the inflation rate.

— Improved pass privileges.

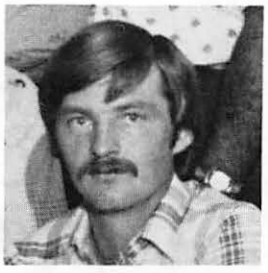
Committee on Resolutions

Resolutions Committee at work. Shown here (left to right, facing camera) are: E. W. Swecker, local 172 AT&SF; V. J. Sartini, chairman, delegate-at-large N&W; C. J. Marcy, local 120 B&M; R. B. Flowers, delegate-at-large L&N; and J. R. McDonald, delegate-at-large B&O.

Reading proposed resolutions is part of the job of committee members. R. J. Bolinger (left) is from local 119 BN, while J. Tennis is delegate-at-large from the KCT.

Taking part in the discussion on resolutions is Victor Matity (left) local 203 CP and John Goda, local 12 CN.

Considerable discussion took place at the Resolutions Committee meetings. Facing camera (left to right) are: S. R. Jenkins, local 16 SCL; J. K. York, local 102 CR; R. E. Lemmey, local 93 CR; and Jesse Downs, local 64 CR.



Working on the Committee is R. Dykhoff, local 154 BN.

— Longevity pay of 2¢ per hour after 5 years of service for mechanics and higher rated employees. This to be a priority item in the next wage movement.

— Improve expense provision of Article VIII of the 1971 National Agreement.

— Expand coverage of bereavement leave rules.

— At next national wage movement in the U.S. and Canada, ask for employment security upon completing two years of service or upon obtaining the status of a journeyman in the craft.

A quick bread recipe.

Here's an easy recipe to feed your savings:

Set a little dough aside regularly by joining the Payroll Savings Plan where you work.

Before you know it, you'll have a nice batch of U.S. Savings Bonds.

Now give the Bonds a little time to rise. (Don't worry about the Bonds burning. Or being lost. Or stolen. They're guaranteed.)

Remove when needed.

Serve with retirement. Or for a college education. A new car. Or almost anything.

So if you need a little extra bread for your future, join the Payroll Savings Plan.

It's a safe and easy way to save. No matter how you slice it.

Take stock in America.

UNITED STATES ★ SAVINGS BONDS ★

FOR SALE

Track Circuit Shunt Wire business. Ideal for semi-retired or other signal department employee.

Write: Proven Products
P.O. Box 1052
Decatur, IL 62525

— Contracting out of work prohibited on a national scale.

— Night differential pay.

— Signalmen should never work alone.

— Employers to be responsible for all transportation related to calls outside regular hours of duty if the employee resides within 30 miles of his headquarters.

— Support members covered by hospital associations.

— Employers to pay the difference between regular pay and military reservist pay.

— Double time after 8 hours.

— Retirement after 30 years of service regardless of age, but not to the extent that it would jeopardize the financial security of the retirement system.

— Brotherhood should negotiate an agreement that will result in general increases in wages, benefits and vacations.

— Repeal the one-hour travel time amendment to the Hours of Service Act. Secure 10 rather than 8 hours rest time.

— Make an agreement to permit members to automatically make voluntary contributions to the Signalmen's Political League.

— Double time rate for all overtime.

— Employees of contractors on the nation's railroads should pay into the Railroad Retirement Fund.

— Single motel rooms for all signal employees.

Delegates passed resolutions that the following matters be referred to general committees:

—Differentials for possession of drivers' licenses and first aid certificates to provide extra pay for additional duties.

— Existing agreements be reprinted to incorporate national rules.

— The carrier to pay the cost of a telephone related to an employee's work.

— Double time for standby service. Carrier to pay for paging system.

— Local agreement should be revised in regard to job rights during an employee's sickness.

— Double time for work off assigned territory.

— An additional 8 hours pay per month for handling paper work connected with assignments.

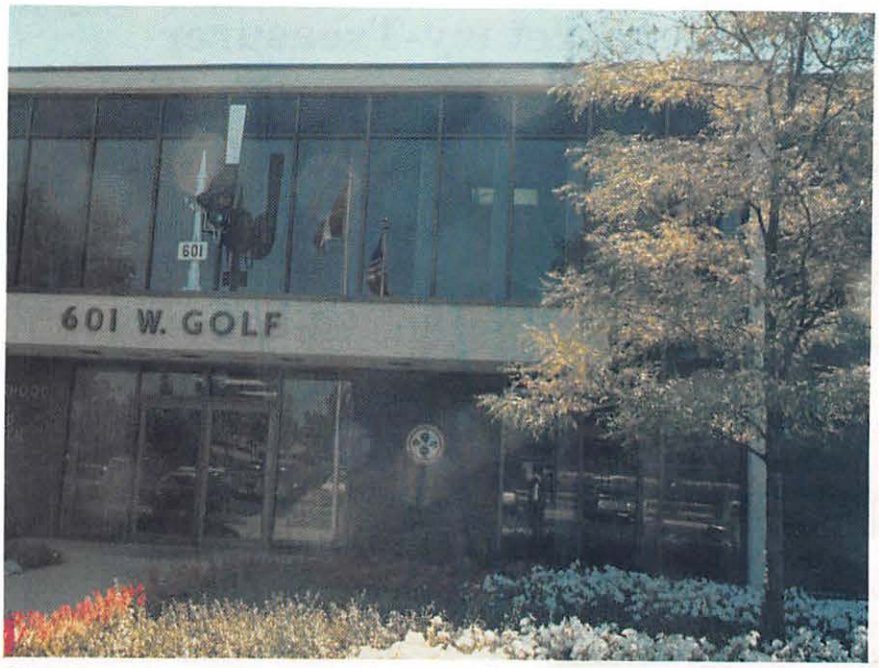
— Automobile mileage allowance should be paid for use of personal cars for carrier business.

— A time limit should be put on qualifications in training agreements so that men who are willing to qualify earlier may do so without fear of losing rights to those who are not so aggressive in their training.

— Allowance for clothing for protection against cold and heat, or clothing allowance provision in agreement.

Grand Lodge News

Two Grand Lodge appointments are effective November 1 and December 1, 1979. President Bates has appointed W. W. Lauer, grand lodge representative, to be director of research, effective November 1. Val Van Artsdalen, general chairman, Southern Pacific, has been appointed grand lodge representative, effective December 1, 1979. Brother Van Artsdalen will be headquartered at Grand Lodge in Mt. Prospect, IL, as will Brother Lauer.



Signal has been added to the decor at Grand Lodge Headquarters in Mt. Prospect, IL. Thanks are due B. J. Hutton, assistant chief engineer signals, Santa Fe, for his help in obtaining the signal. Brother Witt B. Harwell, Jr., vice president, and former signal inspector, AT&SF, painted the signal to be as near as possible to one that he maintained in New Mexico. It can display three aspects.

Revisions to the Master National Agreement Book (the green 3-ring binder) are available. These 1979 revisions include the July 27, 1978 agreement, plus major revisions to other agreements in this book. Those who have purchased the MNA Book will receive copies of the revisions. To be sure that your book is up to date, here is a list of the pages that will be in an up-to-date book:

Master National Agreement Book (title page)
National Agreements in the U.S. (Bates-Best letter)
Contents 1979
A Summary of wage changes (page **A-1-74** through **A-4-74; A-5-79** and **A-6-79)**
B Summary of other benefits (pages **B-1-74** through **B-4-74** and **B-5-79)**
C Washington Job Protection Agreement (pages **C-1-74** through **C-10-74; C-11-75** through **C-21-75)**
D Vacations (pages **D-1-79** through **D-4A-79; D-5-74** through **D-103-74)**
E Union Shop Agreement (pages **E-1-74** through **E-15-74)**
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Those desiring to obtain a complete up-to-date book with all revisions can send $7.95 to the Brotherhood of Railroad Signalmen, 601 West Golf Road, Mt. Prospect, IL 60056. Please make check or money order payable to the Brotherhood of Railroad Signalmen. Be sure to include your current mailing address.

Disability annuities are available says W. D. Best

The Railroad Retirement Act provides disability annuities for railroad employees who become totally or occupationally disabled as well as annuities based on age and service. The U.S. Railroad Retirement Board has recently received a number of inquiries from disabled railroad employees who are eligible for either a disability annuity or an annuity based on age and service and unsure which to apply for.

The following questions and answers describe the two types of railroad retirement disability annuities and describe a situation in which an annuity based on age and service may be more advantageous than a disability annuity.

(1) What are the two types of disability annuities available to railroad employees?

The first is based on disability for all employement and payable at any age to employees with at least 10 years of railroad service whose physical or mental condition prevents them from performing any regular work.

The second is based on disability for the employee's regular occupation, even though he may be able to do other kinds of work, and is payable at any age if the employee has at least 20 years of service, or at ages 60-64 if the employee has 10 or more years of service. A "current connection with the railroad industry" is also required for an occupational disability annuity. In general, the current connection requirement is met if an employee retires directly from the railroad industry.

(2) Are employee disability annuities reduced because the annuitant has not reached retirement age?

No. Employee disability annuities are not reduced for age.

(3) I've been told that a railroad employee who is age 60 and had 30 years of service and who could also qualify for a disability annuity would receive more if he retires on the basis of age and service rather than on disability. Is this true?

At the present time, an employee who is at least age 60 with 30 or more years of railroad service would generally receive a greater annuity if he retired on the basis of age and service rather than on disability.

The difference in benefits relates to the fact that for purposes of calculating an age annuity such an employee is deemed to be age 65 upon retirement whereas the employee's actual age would be used for disability annuity calculations. As a result, the average monthly compensation on which the tier I portion of the annuity is based will generally be higher for an age

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annuity than for a disability annuity because the higher deemed age permits three more years of lower earnings to be dropped from computations.

(4) How does the deeming provision result in higher average monthly compensation?

An employee's average monthly compensation is generally based on his or her highest taxable earnings excluding five years of lowest earnings and, in some cases, other years of low earnings. The number of years of compensation used for computing the average is generally determined by the number of elapsed years between 1956 and the year of eligibility. For an age retirement, the year of eligibility is the year age 62 is attained and for a disability annuity it is the year the disability began. However, there is an advantage, not available to other annuitants, for employees who retire on a 60/30 annuity because they are deemed to be age 65 at retirement and thus the cut-off for determining the elapsed period is three years earlier.

To illustrate the effect of this difference, assume that retirement for both an age and a disability annuitant takes place in 1979. Assuming the elapsed period for both started in 1956, since the age annuitant is considered to be age 62 in 1976, 20 years of highest taxable earnings (1976 minus 1956) would be used in the computation of the average for the 60/30 annuitant. On the other hand, 23 years of highest earnings would be used for the disability annuitant (1979 minus 1956). Thus, the disability annuitant would have three years of lower earnings which will decrease his or her average compensation.

Also, under a five-year guaranty provision not applicable to disability retirees, age retirees are guaranteed that benefits will be at least as high as under a previous formula.

(5) If I apply for a 60/30 annuity rather than a disability annuity, could I still be eligible for Medicare coverage before age 65 on the basis of disability?

Yes. In order to qualify for Medicare coverage before age 65, an annuitant must be totally disabled or suffering from chronic kidney diseases requiring dialysis or a transplant. The fact that an annuitant is initially awarded an age and service annuity or an occupational disability annuity does not preclude early Medicare coverage. The annuitant would qualify if his physical condition is actually such that he is totally disabled, regardless of what type of annuity he is receiving.

To qualify for pre-65 Medicare coverage, an annuitant must also meet certain earnings requirements by having worked in at least 20 of the 40 calendar quarters before becoming totally disabled.

Medicare coverage before age 65 is also available to employee annuitants, employees who have not retired but who meet certain minimum service requirements, spouses, and dependent children if they suffer from chronic kidney diseases requiring dialysis or a kidney transplant.

(6) If an annuitant meets these requirements for early Medicare coverage, when does coverage begin?

Medicare coverage begins after the beneficiary has been totally disabled for at least 29 consecutive months and has been eligible for a total disability annuity for at least the last 24 months in that period. Therefore, if an individual's railroad retirement annuity begins the first month he is disabled he will generally be eligible for Medicare 29 months later. Of course, if an annuitant reaches age 65 earlier, his Medicare coverage would start then.

Medicare coverage for those suffering from chronic kidney disease may begin with the third month after dialysis treatment begins.

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Bates' Commentary

Speaking of deregulation and safety on Meet the Press program, Secretary of Transportation Neil Goldschmidt said "the two of them are absolutely separate issues. We intend to maintain tough safety standards on air; we intend to maintain them on trucking, and certainly on rail. This administration is committed to the idea that travel should be safe." We applaud Secretary Goldschmidt for his comments and hope that he will direct DOT officers to enforce existing safety standards in transportation. We wholeheartedly support him in this effort to maintain tough safety standards.

And speaking of safety, the approach of winter in our northern states and in Canada brings concern for our members' safety because of the severe weather conditions that increase the everyday hazards most all signalmen are exposed to.

A number of railroads continue to require the use of track motor cars. Each of us that has operated these cars during rain, snow, sleet and ice storms recognize that such weather conditions make motor car operation extremely hazardous. Visibility is decreased, and ability to operate at reasonable speed is impossible. Slipping while lifting the car in putting it on or taking it off the track is a certainty.

Members not required to operate track motor cars and who are assigned off-track vehicles, such as trucks, also find that driving hazards increase during the winter months. Vehicle accidents increase during these months.

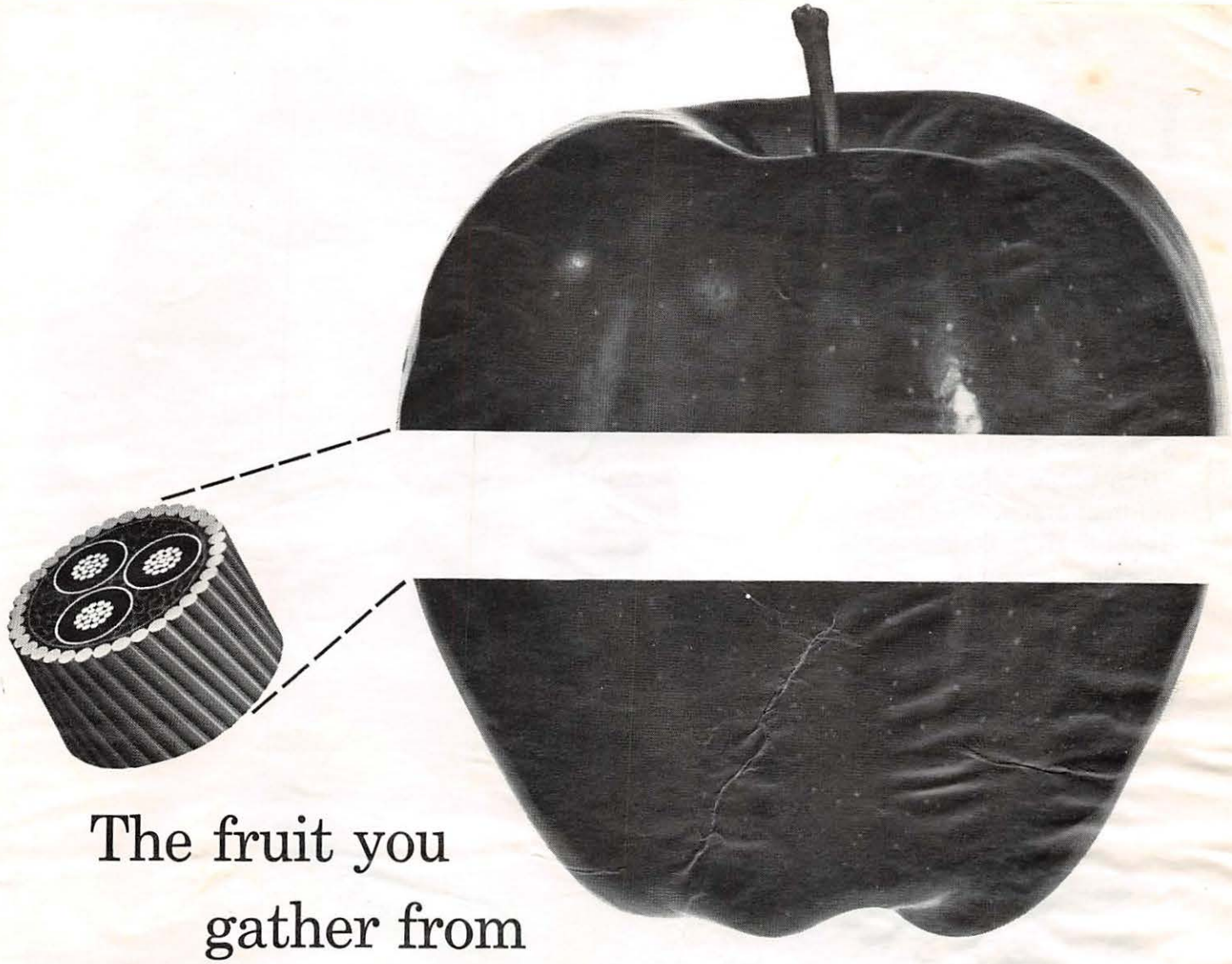
Signal failures caused by severe weather increases our members exposure to such hazardous vehicle operation, since responding to calls are often during the night or during darkness because of shorter daylight in the winter time.

Performance of signal work during inclement weather is even more hazardous in winter than during summer.

We understand that some carriers are at least considering assigning not less than two employees to work together during severe weather conditions, and especially when answering calls during darkness or at night.

We are sure that every signalman can describe instances when he was very fortunate in avoiding serious injury, or worse, while working alone. Each of us has wondered just what would have taken place if such an accident had happened when we were working alone. How long would it be before someone finds us? Would we be found in time for medical assistance? And probably the most dreaded question—would we survive and recover to normal health after an accident when working alone?

Assigning not less than two employees to work together during inclement weather—certainly during winter months and at night—would not only increase the safety to the employees, but would in most cases speed up correction of troubles to the signal system. Safety and efficiency could be achieved with two-man operation.



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